

Internal Affairs Unit

Investigation Report



TO: Diana Teves, Deputy Chief Probation Officer

FROM: Daniel Cortez, Internal Affairs Investigator

SUBJECT: Unprofessional Conduct & Criminal Charges

DATE: August 24, 2017

DATE OF INCIDENT(S): March 2016-September 2016

LOCATION OF INCIDENT(S): Juvenile Rehabilitation Facility and Community

IA CASE #: 2016-09-0015

INVOLVED EMPLOYEE(S): Tricia Caparra

COMPLAINANT(S): Santa Clara County Probation Department

WITNESSES: [REDACTED], Julissa Vento (Deputy Probation Officer), Marc Utsey (Supervising Probation Officer), Melissa Joe (Probation Counselor), Johnny Austin (Probation Counselor), Mourik Nooristany (Probation Counselor), [REDACTED]
[REDACTED]

Minors: [REDACTED]

ALLEGATIONS:

I. County Merit System Rules A25-301(a) (1)

"Violation of the County Charter, merit system rules and regulations, and written and published departmental rules and policies which do not conflict with this article."

II. County Merit System Rules A25-301(b) (1)

"Guilty of gross misconduct or conduct unbecoming a County officer or employee which tends to discredit the County or County service."

III. County Merit System Rules A25-301(b) (2)

"Guilty of immoral conduct or criminal act."

IV. Probation Department Juvenile Ranches Procedures Manual Part 12, Section 12.01 – PREA POLICY AND STANDARDS BY CODE

"The Santa Clara County Probation Department is committed to providing healthy, safe and secure custodial care for its juvenile residents to include a zero tolerance standard towards all forms of sexual abuse, sexual harassment and staff sexual misconduct within its facilities and contracted programs in compliance with the Prison Rape Elimination Act of 2003.

This policy prohibits sexual contact, sexual harassment and acts of sexually abusive behavior among residents and/or between residents and staff, volunteers, contractors, interns or official guests/visitors, regardless of consensual status. The Department will immediately respond to allegations, fully investigate reported incidents, pursue disciplinary action, and refer for investigation and prosecution those who perpetrate such conduct."

UU: Sexual Abuse of a resident by a staff member, contractor, volunteer, intern, official, guest/visitor; includes any of the following acts, with or without consent of the client:

- #4. Any other intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or the buttocks of another person, excluding contact incidental to a physical altercation.
- #7. Contact between the mouth and any body part where the staff member, contractor or volunteer has the intent to abuse, arouse, or gratify sexual desire.
- #11. Any display by a staff member, contractor, volunteer, intern, or official guest/visitor of his or her uncovered genitalia, buttocks, or breast on the presence of a client.
- #12. Voyeurism by staff member, contractor, volunteer, intern, or official guest/visitor.

V. Probation Department Juvenile Ranches Procedures Manual Part 12, Section 12.01 (I) (A)

Zero Tolerance Policy- “Means by policy and practice the Department will not tolerate resident sexual abuse of any kind in its facilities or in the community. All incidents of sexual contact, sexual abuse, sexual harassment and sexual misconduct within its facilities shall be reported and investigated and, if applicable, criminal charges may be filed. Disciplinary sanctions and penalties shall apply to any violation of the policy to reinforce importance and deterrence. Consensual sex between juvenile residents is not allowed in facilities and will be addressed by facilities’ disciplinary process.”

VI. Probation Department Administrative Services Procedure Manual – Part 200, Section 220 – Code of Ethical Conduct-

The Santa Clara County Code of Ethical Conduct states that public service is a public trust.

In keeping with, and incorporating the County Code of Ethical Conduct, Probation Department employees are responsible for performing their duties in accordance with the highest standards of ethical conduct.

The Santa Clara County Probation Department believes the following core values are fundamental to the success in realizing our mission and goals:

- Our employees are the foundation upon which we provide quality services. We emphasize unity, positive relationships and open communication. We respect our employees by providing education, training, appropriate tools and developmental opportunities.
- We value and embrace diversity, cultural competence, respect and equitable treatment.
- We strive for optimal performance through innovation and collaboration.
- We conduct ourselves with honesty, integrity and accountability.

Professional and personal activities must be free of improper influence or the appearance of improper influence. Inappropriate conduct includes, but is not limited to:

- Activity which is in fact or could reasonably be viewed as in conflict with one’s official duties;
- Using County time, facilities, equipment, supplies or the badge, uniform, prestige or influence of one’s position for other than official purposes;
- Accepting personal favor or personal financial gain for professional consideration;
- Engaging in improper relationships with clients and/or their families. Staff with personal and/or family relationships with clients should notify their Supervisor and the client’s assigned Deputy Probation Officer.

VII. Probation Department Juvenile Ranches Procedures Manual - Part 01 - Section 01.04 (IV) (3) (c) Responsibilities of Probation Department Employees

"Professional and personal activities must be free of improper influence or the appearance of improper influence. Inappropriate conduct includes, but is not limited to: Engaging in improper relationships with clients and/or their families."

VIII. Probation Department Juvenile Ranches Procedures Manual - Part 02 - Section 02.03 (I) (10) Guidelines for Conduct of Staff

"We are a role models to the youth we serve. Staff shall ensure by their dress, language, and behavior that they render a positive influence. Staff shall not develop social relationships with youth once they have been released from custody absent special permission from Management."

IX. Probation Department Juvenile Ranches Procedures Manual - Part 02 - Section 02.08 (V) (G) (7) - Guidelines for Conduct of Staff

"Staff are not to discuss confidential information within the hearing distance of youth or other non-authorized persons."

X. Probation Department Juvenile Ranches Procedures Manual - Part 02 - Section 02.08 (VII) (G) (4) - Guidelines for Conduct of Staff

"Because texting creates a record, if communicating job details with co-workers in this manner, youth must not be specifically referred to unless necessary and then by initials only. Therefore, no specific physical characteristics or other identifiers should be used to refer to youth nor to the facility. "

BASIS FOR ALLEGATIONS: On September 6, 2016 Probation Counselor PC Caparra was placed on paid Administrative Leave pending the outcome of a criminal investigation conducted by the Santa Clara County Sheriff's Office case #16-248-0311G and an investigation of unprofessional conduct by Internal Affairs. On March 15, 2017 this investigator met with Sergeant Sugey Jaimez from the Santa Clara County Sheriff's Office. Sergeant Jaimez provided me with a copy of the criminal investigation report along with nine Audio/Video DVD's, two Audio CD's and three attachment CD's relating to PC Caparra's iCloud artifact reports, AT&T search warrant returns, photos, Ranch logs, sketches, Emails, time details, and Fairmont Hotel receipt. Upon receipt of these materials this investigator began the Internal Affairs investigation into PC Caparra's actions of unprofessional conduct in violation of County Merit System Rules and Departmental policies.

SUMMARY OF INTERVIEWS:

On November 3, 2016 Internal Affairs Investigator, Daniel Cortez, met with [REDACTED] at Juvenile Hall in an effort to obtain his formal statement. [REDACTED] was committed to the Juvenile Rehabilitation Facility (James Ranch) from March 10, 2016 to August 26, 2016 [REDACTED] was assigned to Bravo pod for his entire stay at the James Ranch.

On September 4, 2016 [REDACTED] contacted his [REDACTED] counselor, [REDACTED] and admitted to having an ongoing sexual relationship with James Ranch Probation Counselor, Tricia Caparra. [REDACTED] reported that his initial interactions with PC Caparra, started as "normal conversations" discussing such trivial topics as non GMO foods, Buddhism and music. According to [REDACTED] it was at the end of April, or early May 2016 when their seemingly innocuous conversations began to develop into a more personal relationship, to the extent that he was now "feeling favored" over other youth. When asked to elaborate, [REDACTED] reported PC Caparra would routinely remove him from the pod and meet with him in various locations around the facility, often times providing him with fast food from Chipotle, Jamba Juice and McDonalds. Despite PC Caparra consistently removing him from his assigned pod, seemingly every shift she worked, [REDACTED] reports PC Caparra was not even his assigned counselor, but rather PC Mourik Nooristany was. When asked about other Ranch staff raising questions about the frequency of meeting regularly with a counselor he was not even assigned to, [REDACTED] indicates he would respond by stating he felt more comfortable talking with PC Caparra so as to dismiss any suspicion. When asked on how their relationship evolved from conversations about food and religion to topics of a more personal and intimate nature, [REDACTED] indicated PC Caparra was very subtle, manipulative and even complimentary when referring to his maturity and intellect inferring he was wise beyond his years; "I could feel the connection already. She was really infatuated about how my vision of life and like how I see things. She kinda saw that I was more mature I guess." On one occasion [REDACTED] reported PC Caparra stated, "Oh my God! I can't believe this 30 year old I met out... There is a bunch of men on the outs that don't even know what you're talking about. Like here you are just 17... speaking about these things."

[REDACTED] now believed their close personal relationship could evolve to a more intimate level and admitted he was intrigued by the possibilities. Despite his apprehension for fear of getting caught, [REDACTED] decided to proceed with gauging PC Caparra's interest. He would make vain, flirtatious statements in an effort to illicit a response from her. On one occasion, [REDACTED] recalled stating, "I'm a ladies man, you know? I get the girls on the outs!" to which PC Caparra reportedly responded by stating, "Oh, I bet you do! Cause' you know you're handsome! You know?" [REDACTED] recalled another occasion when sometime during the month of May, 2016, while in-custody at the James Ranch, he was walking up to the shower area naked and observed PC Caparra staring at him through a separation between the frosted privacy glass and clear window which divide the common living area and the shower area. After showering he reports confronting PC Caparra and asking, "Why are you looking at me like that all crazy? You're going to get in trouble!" to which she replied by stating, "I don't care!" It was at this point [REDACTED] believed he could take the relationship to the next level; "That's when, I knew I could start the touchy feely stuff." Later that same evening, [REDACTED] recalled wanting to shave, but needed to retrieve his razor from his bunk area. A male staff volunteered to escort him back to the pod, but PC Caparra quickly intervened and advised she would accompany him back to retrieve his razor. Upon entering the pod with PC Caparra, [REDACTED] immediately noticed it to be unoccupied. Upon reaching his bunk, PC Caparra stated she would retrieve the razor, bent down directly in front of him while simultaneously looking back at him. [REDACTED] interpreted PC Caparra's actions as "little signs" that she would welcome his advances and he recalls thinking, "This is the time" referring to the opportunity to initiate physical contact with her. [REDACTED] reports approaching and hugging her from behind and began to briefly

kiss her neck before getting scared and backing away. PC Caparra responded by grasping his robe, pulling him towards her and appeared to want to kiss him, but instead gave him a hug and, according to [REDACTED] gave him a look like, "...she loved it." At that point he didn't want to get in trouble or get caught so he grabbed his razor and walked back to the bathroom area to shave.

In addition to the aforementioned incident from May of 2016, [REDACTED] admitted to an additional four to six incidents of inappropriate physical contact and/or sexual conduct with PC Caparra occurring while at the James Ranch. Although he did not recall the specific date for any of the additional incidents, he did indicate each incident occurred in the early evening usually between the hours of 6:30PM and 7:30PM. According to [REDACTED] PC Caparra would remove him from Bravo pod under the pretense of engaging in a counseling session. They would enter the café, briefly sit in the dining area and talk before PC Caparra suggested they get some ice to be brought back to the pod for slushy drinks to be made later. [REDACTED] indicates the ice machine was located in an exterior closet at the rear of the kitchen next the exit door and is only accessible from the outside (attachment #8/photo #5). [REDACTED] would then accompany her from the dining area, through the kitchen into a hallway adjacent to the food prep area and stop directly in front of the staff restrooms (attachment #8/photo #3). [REDACTED] believes PC Caparra chose this location because it was partially obscured from the dining area and they could be alerted if someone entered the café. This is where PC Caparra and [REDACTED] would engage in kissing, groping and on one occasion sexual contact. According to [REDACTED], PC Caparra began kissing his neck, groping his buttocks and penis on the outside of his clothing before removing his penis from his pants where she began, "...jerking me off while I sucked on her tits and nipples and grabbed her ass." [REDACTED] also drew a sketch of the JRF kitchen illustrating the area in which the sexual misconduct took place (attachment #35). [REDACTED] stated that he and PC Caparra never engaged in oral sex or intercourse while at James Ranch.

[REDACTED] stated as soon as his furloughs from Ranch began, he and PC Caparra's relationship intensified. Preceding his furloughs from the Ranch, [REDACTED] reported PC Caparra exchanged her personal cell phone number and her Snapchat account information with him. [REDACTED] recalls going on his first furlough around June 2, 2016, he reported PC Caparra wanted to meet with him right away but his father had him on a tight leash and would not let him leave the home unsupervised. Given [REDACTED] circumstances, PC Caparra told him to add her on Snapchat. According to [REDACTED] PC Caparra stated "Right when you get out, add me on there." [REDACTED] stated "That's when she sent me pictures." When asked to describe the type of pictures PC Caparra sent, [REDACTED] replied "Oh, naked pictures of her in showers and stuff like that and crazy stuff."

When asked to recall the first time he had sexual intercourse with PC Caparra, [REDACTED] stated July 2, 2016 on a furlough from the James Ranch. [REDACTED] recalled getting picked up at his friend's house in a gold Honda Accord by PC Caparra sometime in the afternoon. [REDACTED] recalls PC Caparra wearing a hat in an effort to conceal her identity, however, PC Caparra was recognized as a Ranch counselor by [REDACTED] friend (Who he declined to identify). [REDACTED] reported that his friend stated "What the fuck? You're not lying dude." After getting into her car [REDACTED] suggested they go to a park where there is a waterfall to have sex. [REDACTED] recalled after some discussion PC Caparra did not want to have sex in a park, so she offered to book a Hotel room. [REDACTED] recalls stating "Well, I don't know. Shit. I'm fucking 17, you know." According to [REDACTED] PC Caparra then booked a room at the Fairmont Hotel in San Jose CA on her iPhone.

After arriving at the Fairmont Hotel [REDACTED] said that he was instructed to walk 10 to 20 feet behind PC Caparra and then wait at the lobby bar to avoid any appearance that they were there together. After PC Caparra checked in and retrieved the room keys, she offered to buy him a couple of beers and meet him upstairs in the room. [REDACTED] recalls taking the elevator to the ninth floor, but could not recall the room number. [REDACTED] stated that once he arrived in the room he was nervous, but PC Caparra gave him a beer and stated "Well! Get undressed." [REDACTED] recalls PC Caparra started giving him "Crazy oral sex and kissing me all over." When asked to describe any other details from that afternoon, [REDACTED] described a tattoo on PC Caparra's lower back of a [REDACTED] flower that was not completed yet. [REDACTED] then stated that PC Caparra did not want to have sex without a condom so he put on a condom on and had sex with her. After that, he recalls having sex with her in the shower and all over the Hotel room without a condom.

[REDACTED] recalled leaving the Fairmont Hotel and upon returning to the Ranch he was questioned by PC Nooristany about smelling like alcohol. After further questioning and assured no privileges would be revoked, he admitted to drinking two beers on his furlough. When asked about other instances in which they had sexual intercourse on his furloughs, [REDACTED] stated that his Furloughs were reduced and spread further apart because of the two beers violation so he would just see PC Caparra at the Ranch and wait until he was on aftercare before they began having sex again. [REDACTED] reported that PC Caparra asked for July 2, 2016 off so they could meet up and requested for this investigator to check it out with the Ranch.

On August 26, 2016 [REDACTED] was released on Aftercare, a supervised Ranch program in where the youth are allowed to remain in the community on pre-release to monitor their progress. [REDACTED] was asked about the frequency of intercourse during his time on aftercare. [REDACTED] stated he and PC Caparra engaged in sexual intercourse between five and six times maybe more. [REDACTED] describes the sexual relationship between PC Caparra and himself as "... That's when it was insane, that's when I was like having sexual relationship with her all the time." When asked about the location of these sexual encounters, [REDACTED] recalled they would always be in the back yard of his home, or in the house when his dad left for work in the evening. [REDACTED] also recalls that PC Caparra had a new assignment called QA, in where [REDACTED] states PC Caparra would get off work at 3PM, go pick her son [REDACTED] up, take him to her mom's house and meet up with [REDACTED] until 12 midnight, then drive back to Santa Cruz. He also recalls going to Santana Row shopping center with PC Caparra and eating at a restaurant called Veggie Grill and driving back to his house to have sex again.

When asked if he had any knowledge about PC Caparra having inappropriate relationships with other minors at James Ranch, He recalled the night at the Fairmont Hotel in San Jose CA, while PC Caparra was in the shower her cellular phone rang and the name [REDACTED] appeared in the caller ID. He recalled saying to himself, that name sounds familiar in relation to a minor named [REDACTED]. [REDACTED] then recalls a text message from [REDACTED] (aka [REDACTED] appearing on PC Caparra's phone that read "Hey babe, I'm sorry I didn't see you yesterday. Something came up." [REDACTED] then recalled getting mad at PC Caparra and questioning her about [REDACTED] (aka [REDACTED] but PC Caparra began to get upset about [REDACTED] going through her phone and the conversation ended. He recalled feeling that PC Caparra was playing him and that she was messing around with other minors. [REDACTED] stated during his commitment at the Ranch he heard rumors about [REDACTED]

■. and PC Caparra in relation to some pictures or video going around of ■ and PC Caparra together, but ■ reported that he never spoke to ■ at the Ranch. However, as PC Caparra and his relationship progressed, he eventually confronts PC Caparra about the ■ rumors. ■ recalls telling PC Caparra that other minors at the Ranch are saying that you talked to ■ and stuff. ■ Recalls PC Caparra became really upset and started crying, then ■ recalls, telling PC Caparra, "I was like why? Like if you really didn't do nothing, then why are you crying about it?" After that ■ said PC Caparra threatened not to ever talk to him again if he brought it up. ■ said to himself "Maybe this is a bad idea. But then was like, No, no. I still want to get pulled out by her." ■ was asked if he could provide any more specific information regarding minors ■ or ■ with PC Caparra, but he said she would get upset so they never discussed specifics.

When questioned regarding other James Ranch staff having any knowledge or suspicion regarding his and PC Caparra's interactions at the Ranch, ■ said that he had a feeling that some staff were suspicious but could not confirm that any staff knew what was going on between them. ■ recalled that PC Caparra would text a staff named Alatorre, Felipe every night he worked in Bravo pod. According to ■ PC Caparra would tell Mr. Alatore to tell him goodnight. He recalled Mr. Alatore would state "Oh, by the way, your mom..." That's what... kind of role she would tell the staff. He's like my son. Oh, your mom said, "Good night".

When questioned regarding how ■ and PC Caparra communicated outside of the James Ranch facility. ■ said Snapchat was their primary method of communication outside of the James Ranch facility. He recalled that they would text sometimes but his aftercare counselors would go through his phone so he always had to be deleting messages between them. He recalled that in his contact list he had PC Caparra under the alias of ■ and he was ■ This investigator showed ■ some pictures that were confiscated from his phone's Instagram and Snapchat accounts from an Incident Report written by PC Melissa Joe. In one photograph ■ is pictured with the caption reading ■ When asked to explain that photograph, ■ stated "PC Caparra was in that picture but he had blocked out her image and posted the caption ■ to avoid detection (attachment #58). When asked how many inappropriate pictures PC Caparra sent him via Snapchat, he said numerous. ■ recalled only saving one picture PC Caparra sent him via Snapchat. It was a photograph of PC Caparra's buttocks in black panties showing full back tattoo of a ■ flower and waves (attachment #19 photograph #5). ■ was asked why he only saved one picture from Snapchat, ■ states that Snapchat lets the sender know if the receiver saves the photograph, so to avoid explaining why he was saving photographs of PC Caparra, he waited until their relationship progressed to avoid suspicion.

■ was asked to recall a contact he had with his Probation Officer on Labor Day weekend 2016, after he had reported the relationship he was having with PC Caparra, ■ recalls meeting DPO Vento and another Officer in front of Red Robin restaurant. According to ■ DPO Vento wanted to look through his cell phone. After handing over his phone, it rang so he grabbed it back from DPO Vento and took the phone call. Before returning the phone back to DPO Vento, ■ recalls going through the phone and deleting pictures and conversations between him and PC Caparra. He recalls DPO Vento telling him to stop it and give the phone back to her. ■ stated that after giving his phone to DPO Vento she gave him a ride back to

his house and said she would return the phone to him the next day.

██████ was asked how the relationship with PC Caparra had ended, ██████ recalled that around early September of 2016, he called PC Caparra on the phone and told her that their relationship was not right. He said he wanted to see other women and told her he wanted thirty thousand dollars by the end of the month or he would get her in trouble. He recalled that she started crying and stated "Oh, you know this is not you right now. This is not you speaking." ██████ stated PC Caparra put her son ██████ on the phone to make him feel guilty, but remembers telling her I don't want to talk to him, stating "Either you call me later if you're going to help with my money, or that's it." She said... "Okay. I'll call you to help you out with money." Except, PC Caparra never called and instead began deleting ██████ from all her social media accounts and would not return his phone calls or text messages. According to ██████ that's when he reported the incident to his ██████ counselor ██████

When asked what he hoped to gain from the relationship he was having with PC Caparra, ██████ recalled PC Caparra promised him a really good life. ██████ stated PC Caparra talked about taking him on vacations to Hawaii, helping him financially, had plans to become a Probation Officer in Santa Cruz and eventually they would move in together. ██████ stated he felt guilt, embarrassment and shame because of what was happening to PC Caparra especially since she had a young child. He stated that he loved PC Caparra and everything seemed to be going so good until he asked her for all that money. Despite the fact, that PC Caparra and his relationship was inappropriate ██████ still had some reservations about reporting the relationship.

Julissa Vento:

On March 13, 2017 Internal Affairs Investigator Daniel Cortez met with Deputy Probation Officer Julissa Vento at the Internal Affairs Office located at the Adult Probation Department. DPO Vento has been a Deputy Probation Officer for five years and reports to Supervising Probation Officer Ruben Johnson. DPO Vento said she has been supervising ██████ for about a year, and would see ██████ about once or twice a week. DPO Vento was asked to recall the time she supervised ██████ at the James Ranch had if he ever mentioned anything regarding PC Caparra. She stated he did not. In addition, DPO Vento said she never observed ██████ and PC Caparra interact at the James Ranch or in the community. She did recall ██████ saying that certain counselors used to "Hook him up" with food, but does not recall anything further. DPO Vento was asked if PC Caparra was his assigned counselor. She said she doesn't ever recall PC Caparra participating in any case plan or counseling program regarding ██████ Nor does she recall PC Caparra being his assigned pod counselor.

DPO Vento was asked what occurred on the date of September 5, 2016. DPO Vento stated SPO Utsey called her and said he was given a directive by Deputy Chief Probation Officer Jermaine Hardy to seize minor ██████ cellular phone. She remembers it was Labor Day weekend and she agreed to meet SPO Utsey at Starbucks on Tully and King Road in San Jose CA. DPO Vento recalls trying to locate ██████ at his residence but he was not there. According to ██████ Aunt, he was at East Ridge Mall having lunch at Red Robin restaurant.

DPO Vento and SPO Utsey proceeded to Eastridge Mall and located ██████ in front of Red Robin restaurant. DPO Vento asked to view ██████ cell phone and upon viewing it the phone rang, so

she handed it back to [REDACTED]. After he concluded the phone call, she stated, "I remember specifically he went into his Instagram and started deleting like conversations, or messages." At that point she recalls asking [REDACTED] for the phone back by stating "Give it to me, you don't need to delete anything." He handed the phone back to her and she told [REDACTED] that she needed the phone overnight and he would get it back tomorrow. When asked if she saw any specific name or conversation attached to what he was deleting, she said "No." She just recalls [REDACTED] reviewing his Instagram messages, and when she asked him what he was deleting, he stated "Nothing." When asked if SPO Utsey had seen anything, she recalled that SPO Utsey was off to the side and she did not think he could see anything.

After that, she recalls driving down to the Sheriff's Office to meet with someone about downloading the phone's contents. DPO Vento recalls there being an issue about how the phone was obtained and downloading its contents without a search warrant. She then recalls having to hold onto the phone until another detective, Kevin Long contacted her to give her directions on how to download the contents of the phone. She recalls the next morning meeting with Detective Long and going through the steps of downloading the contents of [REDACTED] phone. She recalls that during the process of downloading [REDACTED] phone, she observed two pictures of PC Caparra. That was the first time she recognized her. She recalls stating "Oh, that's a Probation Staff." When asked to describe the pictures she observed, she stated "There was one of just her face, and picture of her with, I want to say her son, or a small child." When asked if she could recognize any background in the picture, she said "No, they were pretty close up." DPO Vento also recalls that [REDACTED] cell phone's browser history revealed PC Caparra's salary on a website called Transparent California. DPO Vento does not recall anything further from the phone pertinent to the investigation.

The next day DPO Vento received a voicemail message from [REDACTED] counselor [REDACTED]. [REDACTED] stated she filed a CPS report stating [REDACTED] and PC Caparra were engaged in a sexual relationship. She then recalled driving to the James Ranch to meet with [REDACTED] but [REDACTED] was not there. Before leaving the Ranch, DPO Vento, received a phone call from [REDACTED] a Mental Health [REDACTED] from [REDACTED]. According to DPO Vento, [REDACTED] stated "Called to tell me, basically, that whether or not I had heard about everything that was going on with [REDACTED]. DPO Vento, stated [REDACTED] mentioned [REDACTED] might be making these allegations up in order to come out ahead. When asked how [REDACTED] knew about the allegations, DPO Vento said, [REDACTED] must have told her. When asked how long she spoke to [REDACTED] for, DPO Vento said approximately ten minutes. When asked if there was anything else that was mentioned in the conversation, DPO Vento stated "[REDACTED]"

[REDACTED] DPO Vento does not recall anything further from the conversation with [REDACTED]

DPO Vento was asked how well she knew PC Caparra. She recalls knowing of her and just saying hello if they passed each other in the hallways. DPO Vento does not recall speaking with PC Caparra regarding any probation work or personal matters. When asked if she ever saw any distinctive tattoos on PC Caparra, she stated "No." When asked if she ever heard the terms [REDACTED]

or [REDACTED] she said "No." When asked if she recalls the names [REDACTED] or [REDACTED] working with PC Caparra, she said "No." When asked if [REDACTED] ever disclosed the relationship he was having with PC Caparra, she said "No." She stated that although she has a good rapport with [REDACTED] he never disclosed any inappropriate conduct he was having with PC Caparra to her. However, after the allegations came to light, [REDACTED] would try and talk about it as if he wanted people to know. She remember telling him to stop bringing it up or redirecting the conversation.

DPO Vento was asked to recall a home visit she conducted on October 7, 2016. DPO Vento reported PC Joe was conducting a home visit with PC Austin, and when DPO Vento entered the home, [REDACTED] was excitedly jumping up and down, screaming at PC Joe "Tell her, Tell her what you saw." She recalls PC Joe "Kind of being taken aback." She reports PC Joe trying to redirect [REDACTED] because he was so excited about what PC Joe observed on his phone. She remembers PC Joe showing her a picture of marijuana on [REDACTED] phone, [REDACTED] appeared to be disappointed because they were addressing the photograph of marijuana and ignoring the inappropriate pictures. PC Joe had just observed a picture of PC Caparra on [REDACTED] phone. DPO Vento recalls that PC Joe gave [REDACTED] his phone back and she never saw the pictures that PC Joe observed. Knowing that there was an ongoing criminal investigation she remembers not wanting to interfere with the case. When asked if she discussed what PC Joe saw on [REDACTED] phone, she said "Yes." She recalls PC Joe saying she had seen some pictures of PC Caparra. When asked to describe those pictures, she said "They were of her butt." When asked if PC Joe observed any other pictures, she said "No Just pictures of her butt." When asked about the timing of the pictures PC Joe observed on October 7, 2016 versus the September 5, 2016 photos she observed on [REDACTED] phone at Red Robin, she couldn't recall if those pictures were recently sent to him or if he just had them hidden on his phone.

When asked if she ever experienced [REDACTED] testing any physical boundaries with her, she remembers [REDACTED] being very needy and always asking her for stuff and she would tell him to go and hustle someone else. DPO Vento recalls [REDACTED] always wanting to get real close every time they would talk and she would tell him to back up and respect her personal space. She recalls [REDACTED] being very "Touchy-feely." In addition, she recalls [REDACTED] advising her "You know, if you're going to see him, make sure you have someone with you." She recalls always keeping that in the back of her head, due to [REDACTED] being flirtatious with her at the early stages of her supervision of him, but once she set clear boundaries with him he backed off.

When asked if she could recall any other information to help this investigation, DPO Vento said she had heard PC Caparra was taking out \$500 dollars every pay period to keep [REDACTED] quiet and there were pictures and or video circulating with [REDACTED] holding some of PC Caparra's jewelry with the caption, "I'm getting paid, I'm getting mine." She thinks the minor's name with the pictures/videos was [REDACTED] and was maybe on Carmen Murray's caseload. When asked how she gathered that information, she could not recall. She also stated she heard that a staff from Probation ran into PC Caparra at a reggae concert in Santa Cruz around December of 2016, and describes the interaction as awkward. PC Caparra looked at the staff person and said "I guess I messed up, or something like that. Kind of caught that other person off guard." DPO Vento could not recall who she had heard that information from.

Melissa Joe:

On March 14, 2017 Internal Affairs Investigator Daniel Cortez met with Probation Counselor PC Melissa Joe at the Internal Affairs Office located at the Adult Probation Department. PC Joe has worked for the Probation Department for five years as a Probation Counselor. She is assigned to the Aftercare program where she works with the youth in the community for approximately 10 weeks upon their release from the Ranch facility. PC Joe recalls working with [REDACTED] for approximately three to three and half months on Aftercare.

PC Joe was asked if she could recall any instances where she observed PC Caparra and [REDACTED] together at the Ranch, PC Joe stated she observed PC Caparra and [REDACTED] interact on two occasions in what appeared to be counseling sessions. Once on the benches in front of the basketball court and once in the administration building where she observed PC Caparra waiting to say goodbye to [REDACTED] in preparation for his release on Aftercare. PC Joe recalls PC Caparra giving [REDACTED] a hug upon his release from the Ranch, but she didn't think it was out of the ordinary because a lot of staff say goodbye to the kids before they leave. When asked if the hug PC Caparra gave [REDACTED] seemed appropriate, PC Joe responded by stating the hug "seemed inappropriate, you know?"

When asked if PC Caparra and [REDACTED] were ever seen in the cafeteria or any other locations at the Ranch, she said "No." When asked if any Ranch staff or CBO provider raised any concerns to her about PC Caparra's and [REDACTED] interactions, she said "No."

PC Joe was asked to recall a home visit she conducted with PC Austin, on October 7, 2016. PC Joe stated during a routine Aftercare home visit, she conducted a search of [REDACTED] cellular phone. PC Joe stated that she went through [REDACTED] Snapchat account because that's where most youth try and hide their illegal activities. PC Joe stated the search on his phone revealed a tab under private conversations, with a picture of PC Caparra smiling with the caption "PC" above it. When PC Joe scrolled down she saw a second photo again with the caption "PC" above it with "Someone's rear end in like yoga pants." PC Joe then recalls her colleague PC Austin stating "Who's Tricia?" PC Austin said it really loud, you know not realizing who he might have been talking about. PC Joe then recalls [REDACTED] "Jumping up and down excitedly, screaming "I'm going to get paid from the Ranch. Fuck you guys." At that point PC Joe terminated the visit because, "it was getting really uncomfortable." Upon exiting [REDACTED] home she saw DPO Vento and they discussed what PC Joe discovered on [REDACTED] phone. PC Joe recalls DPO Vento stating she had just confiscated the phone the week before and she didn't remember coming across those photos when she downloaded [REDACTED] phone. This investigator asked PC Joe why she didn't confiscate [REDACTED] phone for evidence, she stated "I think I was just more disturbed at what I saw, um, and I guess I just wanted to get out of there. Especially, the way he was acting, I didn't feel safe." This investigator showed PC Joe two pictures with the caption "PC" above the photos one of PC Caparra smiling and another with a buttocks with black yoga pants. PC Joe confirmed that those were the same two pictures she observed on [REDACTED] phone on October 7, 2016.

PC Joe was asked to describe her relationship with PC Caparra, PC Joe said they just saw each other at the ranch in passing and would say hi; but she never worked with her in a pod or in any assignment. When asked if she ever communicated with PC Caparra outside of the Ranch facility in a social setting, she stated "Yes." PC Joe recalls having PC Caparra's phone number and being friends with her on Facebook and Instagram. However, since these allegations came to

light, PC Caparra blocked her from all social media accounts and she no longer has her phone number.

When asked if [REDACTED] flirted with her, or crossed any physical boundaries with her, PC Joe recalled an incident where [REDACTED] was mounting curfew and drug violations and PC Joe admonished him for his behavior. She recalls [REDACTED] trying to hug her in an effort to gain sympathy. However, PC Joe took a step back and instructed [REDACTED] to keep his hands to himself. She also mentioned that PC Nooristany had advised her that [REDACTED] gets a little too comfortable with female staff. PC Joe had nothing further to add.

Marc Utsey:

On March 15, 2017 Internal Affairs Investigator Daniel Cortez met with Supervising Probation Officer SPO Marc Utsey at the Internal Affairs Office located at the Adult Probation Department. SPO Utsey has worked for the Probation Department for approximately 17 years and has been a Supervising Probation Officer for approximately two years. He currently supervises the Family Preservation Unit and reports to Probation Manager Giap Le.

SPO Utsey was asked to recall a probation contact that he and DPO Vento had regarding probationer [REDACTED]. SPO Utsey reported that he was contacted by Chief Probation Officer Laura Garnette and Deputy Chief Probation Officer Jermaine Hardy. SPO Utsey stated the "Chief's" wanted him to obtain [REDACTED] cell phone because it was related to an investigation they were following up on. SPO Utsey then contacted DPO Vento and they met at a Starbucks on Tully road. When asked the date of the contact, SPO Utsey said it was around Labor Day Weekend in 2016. SPO Utsey recalls trying to make contact with [REDACTED] at his residence, but [REDACTED] was not at home and his aunt reported that [REDACTED] might be at Eastridge Mall.

SPO Utsey and DPO Vento then drove to East Ridge mall and made contact with [REDACTED] in front of the Red Robin restaurant. SPO Utsey describes the interaction as normal, stating he stood by while DPO Vento asked to see [REDACTED] phone. SPO Utsey recalls DPO Vento looking through his phone then [REDACTED] grabbing it back quickly and appeared to be deleting some pictures or something. When asked what specifically [REDACTED] was deleting, SPO Utsey said he was standing a few feet off to the side so he could not make out anything specific, but recalls DPO Vento telling [REDACTED] to stop it and hand her the phone back. After that, SPO Utsey recalls giving [REDACTED] a ride back to his house.

SPO Utsey recalls meeting with Santa Clara County Sherriff's deputies to hand over the phone. However, during that visit with the Sherriff's deputies, there were some concerns regarding how the phone and potential evidence was obtained, so the Sherriff's Deputy advised them to hang onto the phone until further notice. SPO Utsey then stated DPO Vento kept the phone in her possession, until they could straighten out the legality issues. When asked what he did next, SPO Utsey thinks he called or sent an Email to his Probation manager Giap Le and/or Chief Probation Officer Laura Garnette and/or Deputy Chief Jermaine Hardy detailing the seizure of [REDACTED] phone. SPO Utsey did not recall anything further.

Mourik Nooristany:

On March 16, 2017 Internal Affairs Investigator Daniel Cortez met with Probation Counselor

Mourik Nooristany at the Internal Affairs office. PC Nooristany has worked for the Probation Department for approximately six years. PC Nooristany has been assigned to Bravo Pod since August of 2014, she reports to (SPC) Heredia. PC Nooristany stated that she is [REDACTED] assigned counselor in Bravo pod.

When asked to describe [REDACTED] personality, PC Nooristany stated "[REDACTED] was very personable, very talkative, very nice kid, but extremely manipulative." When asked to give an example, PC Nooristany reported, "When he knew certain rules, and he wasn't able to do something, he would try to ask different staff. After he was told "No" by one, he would go to another." When asked how often she made contact with [REDACTED] she said pretty much the whole shift from counseling sessions to school supervision and meal times. PC Nooristany was asked how many times she recalled PC Caparra pulling minor [REDACTED] out of the pod. She stated [REDACTED] would frequently ask for PC Caparra to pull him out, but she recalls a few times PC Caparra would pull [REDACTED] out of the pod too. PC Nooristany recalls she had a different work rotation than PC Caparra, so she couldn't give an accurate count on the number of times PC Caparra would request [REDACTED] or vice versa. When asked to recall the number of times she observed [REDACTED] meeting with PC Caparra, she said, "Probably about ten." When asked if she ever became suspicious or concerned about the frequency of their meetings, she said PC Caparra approached her a couple of times to ask permission and she recalls telling PC Caparra to "be careful of your time because he's very needy and he likes to talk a lot and people are busy." Although, she thought PC Caparra's and [REDACTED] meetings to be excessive, she didn't think about it too much because PC Caparra was a colleague.

When asked where she observed PC Caparra counseling [REDACTED] she recalled, "One time she pulled him out, I saw them in the kitchen sitting alone and talking. Another time I saw them on a bench away from the general population area. Another time near the Mental Health Office and another couple of times just walking around talking." When asked if there were any instances where PC Caparra would pull [REDACTED] out to talk and she couldn't find them, she said, "Sometimes I wouldn't see them and other times I wouldn't know where she would be taking him." She stated it appeared like "Normal counseling sessions." However, she did not know the content of their discussions. She recalls one time seeing them in the kitchen and [REDACTED] appeared to be upset. "They stopped talking..." when I walked in. She recalled that she was just in the café for a few minutes warming up her food before she left. When asked what PC Caparra and [REDACTED] were doing, she recalls PC Caparra eating, and had her phone out. They were listening to music together. PC Nooristany was asked if she ever observed PC Caparra and [REDACTED] outside the James Ranch, she said "No." When asked what other minor PC Caparra is pulled out of Bravo pod, she said "None." She heard frequently PC Caparra pulled two other minors out of Charlie Pod and Delta Pod. She stated the minor from Charlie Pod was [REDACTED]. She could not recall the minor from Delta Pod, but describes him as a Light skinned medium build Hispanic male. This investigator asked if [REDACTED] was possibly the minor she was describing in Delta pod. She could not recall, however, she is positive that [REDACTED] was the minor she pulled out frequently from Charlie pod. When asked to describe the interactions PC Caparra had with [REDACTED] she stated her observations were similar to that of [REDACTED]. PC Caparra would often request to speak with [REDACTED] and would remove him from the pod like [REDACTED]. When asked if she ever raised any concerns about the frequency of PC Caparra's involvement with minors from Bravo pod, she stated that she reported it to her supervisor, Mr. Heredia, because she thought it was a bit

excessive. She recalled Mr. Heredia advising her to "Tell him No." If [REDACTED] ever requests PC Caparra say "No." When asked if other counselors expressed concern, she remembered other staff bringing it up because PC Caparra was doing it every shift she worked.

She was asked what the policy is regarding JAS notes and/or pod log documentation of counseling sessions with the youth at the ranch. She said that ranch staff should be notating when the minor leaves the pod and any counseling sessions that are done. When asked how PC Caparra was able to counsel so many youth without documenting anything in JAS notes, she stated "Again, we didn't see anything out of the ordinary for us to be alerted. Just that it was a little excessive." She was asked "Why she didn't notate anything in JAS notes relating to all the discussions [REDACTED] was having with PC Caparra, ask questions of PC Caparra like, 'what are you guys discussing', or instruct PC Caparra to document her counseling sessions with [REDACTED] in Jas notes. PC Nooristany stated "Nobody discussed that, Um looking back now, I should have. Yeah. That should have definitely been done." PC Nooristany recalls that she had asked [REDACTED] a couple of times he and PC Caparra were discussing. PC Nooristany stated [REDACTED] would minimize it and say religion or music and reiterate that he had a lot in common with PC Caparra.

PC Nooristany was asked to recall an incident on July 2, 2016 where [REDACTED] returned from a furlough. She stated after [REDACTED] returned from his furlough, he walked by her in the pod and she smelled a strong odor of alcohol. She recalls asking the group who drank beer on their furlough and when nobody answered, [REDACTED] walked by her again and she smelled the alcohol odor again. She then asked [REDACTED] if he had drank alcohol on his furlough, but [REDACTED] kept denying. After some discussion, they walked over to the Administration building so she could conduct a breathalyzer test. Unable to locate the breathalyzer machine, she had [REDACTED] submit to a urine sample and told him it appeared positive for alcohol. He then admitted to her he had two or three beers. When asked if he said where he got the alcohol from, she recalled [REDACTED] saying a "BBQ at my home." She then advised him that he failed his week and wrote an Incident Report. When asked if PC Caparra was working that day, she said "No." because her new position in QA has weekends off. She recalls [REDACTED] being very upset with her because he would be on furlough restriction for a couple of weeks.

When asked if she ever suspected anything inappropriate was taking place between [REDACTED] and PC Caparra, she said "No." When asked if she ever observed PC Caparra bring [REDACTED] any food or special treats, she said "No." Although she reiterated that "just to be pulled out as much as he was, that's just favoring in itself." PC Nooristany was asked to recall if [REDACTED] had ever reported his relationship with PC Caparra to anyone at the Ranch, she said not that she can recall. When asked about how she heard about the allegations against PC Caparra, she stated [REDACTED] told her about [REDACTED] and PC Caparra. When asked if [REDACTED] ever told her that [REDACTED] had reported the relationship to a Ranch staff, she said "No." When asked about further details regarding her conversation with [REDACTED] she could not recall any.

PC Nooristany was asked how well she knew PC Caparra. She said they weren't really friends, more like colleagues, stating she usually just saw her in passing and would say hello. When asked if she ever communicated with her via text message, she said "Yes." She recalls texting PC Caparra on a few occasions regarding [REDACTED] PC Nooristany reported that PC Caparra texted her to pull [REDACTED] out of class one day and she replied by advising PC Caparra that Mr. Heredia

advised against it. She then recalls that PC Caparra wanted [REDACTED] to know that she was going to be off for a few days and wanted her to let him know to have a good weekend. She then advised PC Caparra that Mr. Heredia should have talked to her about not pulling out [REDACTED]. PC Caparra responded by stating "That's weird," in reference to not being able to pull out [REDACTED]. PC Nooristany was unable to locate the text messages on her phone for this investigator but said she handed everything she had related to those conversations to the Sheriff's detective who was conducting the criminal investigation. (Attachment # 37).

PC Nooristany was asked if she ever noticed any tattoos on PC Caparra, she said "No, I didn't know she had tattoos until later." PC Nooristany was asked to clarify what she meant by later. She said she heard [REDACTED] had a photograph of PC Caparra with some kind of flower tattoo on her back and he was showing people. When asked how she got that information, she could not recall. When asked if she ever spoke with PC Caparra once the allegations surfaced, she said "No." When asked if she ever heard the words "[REDACTED]" or "[REDACTED]" she recalled hearing the word "[REDACTED]" used by [REDACTED] and said [REDACTED] would have a picture of a [REDACTED] flower on his armoire and she remembers PC Caparra printing out a picture of a Buddha and giving it to [REDACTED]. PC Nooristany was asked if she could provide any more information that could help with this investigation. She recalled that [REDACTED] might have been friends with [REDACTED]. PC Nooristany could not recall anything further related to this investigation.

Johnny Austin:

On March 16, 2017 Internal Affairs Investigator Daniel Cortez met with Probation Counselor PC Johnny Austin at the Internal Affairs office located at the Adult Probation Department. PC Austin has worked for the Probation Department approximately 20 years and is assigned as a Pre-Release Counselor for the Aftercare program since August of 2016, he reports to SPC Sal Heredia. PC Austin worked with [REDACTED] from August 2016 to October 2016. When asked to recall what kind of probationer [REDACTED] was, he stated [REDACTED] was "Very conniving, and manipulative a bullshitter and con-artist type." When asked how [REDACTED] was at following his Probation orders, he stated "Satisfactory." However, PC Austin recalls [REDACTED] would always push the envelope and try to be evasive and stay out past curfew.

When asked if [REDACTED] ever talked about PC Caparra during any of their probation contacts, PC Austin stated, not until after he and PC Joe were informed by their supervisor that [REDACTED] was involved in inappropriate conduct allegations. According to PC Austin, [REDACTED] would inquire about PC Caparra and make vague comments about contacting his lawyers because he has a case against the County. Besides that inquiry by [REDACTED] PC Austin does not recall [REDACTED] ever mentioning PC Caparra or having knowledge of any alleged inappropriate conduct between them.

When asked to recall any instances where he saw PC Caparra and [REDACTED] together at the Ranch, he said when he worked in Bravo pod before his Aftercare assignment and recalls PC Caparra speaking with [REDACTED] in areas where they could be seen by staff. When asked about the locations these interactions with PC Caparra and [REDACTED] took place, he, stated "the basketball court area and picnic benches by the Administration building." When asked if PC Caparra was assigned to Bravo pod, he said "No." According to PC Austin, PC Caparra, was assigned to an Area II assignment, QA position. When asked about the process in which PC Caparra removed minor

█████ from the pod, he recalled that sometimes she would come into Bravo pod and ask for him. Other times, █████ would ask staff to call PC Caparra so they could talk. PC Austin recalls that it did not seem out of the ordinary because some counselors have a better rapport with certain youth so it's not uncommon to see staff that are not assigned to a specific pod counseling the youth. PC Austin recalled one specific instance, where PC Caparra asked him to speak with █████ PC Austin stated █████ was busy in school so to try later. When asked to recall any other instances where he observed PC Caparra and █████ interacting at the James Ranch, he recalls seeing PC Caparra and █████ in the Bravo pod office making a phone call and in the pod talking on different occasions. PC Austin stated he always observed the interactions as normal counseling sessions. When asked if he ever observed PC Caparra and █████ outside the James Ranch, he said "Never."

When asked if any staff ever complained or brought up any issues with PC Caparra pulling out █████ so much, he recalls overhearing PC Nooristany stating "Why is PC Caparra pulling out █████ so much? She needs to follow protocol and go through me, especially if she is going to be bringing him food." He states the topic was never brought up formally at a meeting, it was more of a frustration by PC Nooristany.

PC Austin was asked to recall a home visit he conducted with PC Joe on October 7, 2016. He recalls PC Joe scanning through █████ phone and PC Joe being kind of taken back and then he recalls seeing a picture or text message with someone named Tricia and he asked "Who's Tricia?" which he didn't know was PC Caparra's first name. At that point he figured out who she was because █████ was acting like he wanted us to see what was going on with him and PC Caparra. PC Austin said he could not recall anything specific from the text messages but remembers the picture with the name Tricia on it. PC Austin was shown a photograph of a buttocks in black yoga pants with the name Tricia at the top, which he confirmed was the same picture he saw on █████ phone on October 7, 2016. PC Austin recalls informing SPC Heredia, who instructed PC Joe to write an Incident Report documenting their observations. When asked to recall what social media site he saw the picture on, he could not recall. He stated his focus was of safety and security and watching his colleague.

When asked how well he knew PC Caparra, he said their relationship was "Mostly superficial but professional." When asked if he ever saw any tattoo's on PC Caparra's body, he said "No." When asked if he observed or heard the terms "█████" or "█████" by either PC Caparra or █████ he said "No, I can't recall." When asked if █████ ever disclosed any inappropriate contact he was having with PC Caparra to him, he said "No."

When asked if he ever had any interactions with minors █████ or █████ while at the James Ranch, he recalled supervising █████ on Aftercare. PC Austin remembers █████ as a minor who was housed in Charlie pod, but does not recall working with █████ When asked if █████ ever discussed PC Caparra in any way, he said "No." When asked if he ever saw anything on █████ cell phone related to PC Caparra, he said "No." When asked if █████ ever disclosed any inappropriate conduct or show him any inappropriate photographs with PC Caparra, he said "No." PC Austin could not recall anything further related to this investigation.

████████████████████

On March 22, 2017 Internal Affairs Investigator Daniel Cortez met with [REDACTED] [REDACTED] on at the Internal Affairs Office located at the Adult Probation Department. [REDACTED] has worked for the [REDACTED] program for two years and was previously employed by [REDACTED] of Santa Clara County. His current assignment is lead case manager for the Aftercare program. Some of his duties include providing intensive case management services to young men and women referred by the Ranch program or Probation Officer referrals.

[REDACTED] worked with [REDACTED] from early 2015 until his dismissal from Probation. He met [REDACTED] through the [REDACTED] program referred by his Probation Officer. [REDACTED] said he remembers [REDACTED] graduating from the [REDACTED] program, speaking at the graduation and then was not heard from again. [REDACTED] reports working with [REDACTED] one or two times a week for one on one counseling sessions at the Ranch in preparation for Aftercare. When asked to describe what kind of kid [REDACTED] was, [REDACTED] stated [REDACTED] was very charismatic, sociable and likeable a very mature young man. However, [REDACTED] could be very manipulative. When asked how he heard about the allegations [REDACTED] had reported, he stated the Ranch staff and [REDACTED] Probation Officer Ms. Vento. [REDACTED] went on to state he was stunned by the allegations and it "threw him off guard." According to [REDACTED] he had a great rapport with [REDACTED] and had no idea what was going on. When asked if [REDACTED] ever reported the relationship to him or any other staff at the Ranch, he said "No." When asked if he ever observed PC Caparra and [REDACTED] together at the Ranch or outside the Ranch, he said "No." [REDACTED] recalls PC Caparra facilitating some of the law program classes at the Ranch but nothing else. When asked if [REDACTED] ever shared any information pictures, text messages or anything related to his relationship with PC Caparra, [REDACTED] said "No." [REDACTED] was asked if [REDACTED] ever confided in him or ask him for advice regarding the inappropriate relationship with PC Caparra, he said "Yes." [REDACTED] reported once he was told by [REDACTED] Probation Officer about the allegations, [REDACTED] asked for advice. [REDACTED] recalls telling [REDACTED] he should talk to his lawyer and nobody else about the case. [REDACTED] said they never got into details about the relationship [REDACTED] was having with PC Caparra and felt if he kept it way they could continue to work together. [REDACTED] could not recall any other details about that conversation. When asked if he had worked with minor's [REDACTED] [REDACTED] or [REDACTED] he stated those names sounded familiar from the law program classes, but nothing related to this investigation.

[REDACTED]
On April 6, 2017 Internal Affairs Investigator Daniel Cortez met with [REDACTED] from [REDACTED] at the Internal Affairs Office located at the Adult Probation Department. [REDACTED] has worked as a [REDACTED] for [REDACTED] for seven years. She reports to supervisor [REDACTED] [REDACTED] duties include conducting individual and group counseling sessions for youth committed to the Ranch. Her primary work location is at the James Ranch in Morgan Hill CA, specifically the Mental Health building where she has been assigned for the last three years.

[REDACTED] was asked how long she had been working with [REDACTED] She recalled treating him for eight to ten months. [REDACTED] stated she worked with [REDACTED] at the James Ranch for six of those months and two or two and half months out in the community. She described [REDACTED] as a very sociable and talkative. He reminded her of a car salesman. When asked if [REDACTED] ever

tested any physical boundaries with her or flirt with her, she said "I don't feel he did." [REDACTED] was asked to describe the conversation she had with [REDACTED] that led her to file the (CPS) report. She recalled [REDACTED] was on Aftercare and he called her on the telephone after meeting with her earlier that day. According to [REDACTED] [REDACTED] called her that evening and reported he was having an intimate relationship with a ranch staff. When she asked for more details, [REDACTED] wanted to back track. However, she continued the questioning and advised him she would have to report it and then [REDACTED] came clean and gave up the staff name as PC Caparra and stating he had pictures on his phone she sent from Snapchat. [REDACTED] was asked if [REDACTED] ever showed her any pictures or evidence of the relationship. She said "No."

She was asked if [REDACTED] ever told her how many times he and PC Caparra were intimate, she said "No." However, she stated "But the way he told me it seems like it was more than once, because he said...she won't talk to me anymore and she cut me off." When asked why PC Caparra cut [REDACTED] off and stopped talking to him, she stated [REDACTED] reported "He told me he asked her for money. When asked if she ever thought [REDACTED] was making it up, she said "Well, I never really had anybody tell me, like something like that [REDACTED] did, and I felt like he had too many details, and the way he had told me, it seemed like it had some validity to it." She also stated, in her line of work regardless if she thinks it's true or not, she has an obligation to report it. [REDACTED] did not recall any other details about the initial phone call from [REDACTED]. She continued to meet with [REDACTED] after the incident was reported. She recalls telling [REDACTED] that she filed a report and she did not want to talk about it anymore. She only wanted to talk about his substance abuse issues. She recalled [REDACTED] making statements about getting paid and suing the County. However, she would redirect the conversations and discuss his progress on Aftercare.

[REDACTED] was asked to recall times where she saw PC Caparra and [REDACTED] interacting at the Ranch. She reported seeing [REDACTED] and PC Caparra talking on several occasions and always in plain sight of other staff. She described the locations as around the basketball court, in the cafeteria or in the pod. She stated she never saw anything inappropriate. She said [REDACTED] would sometimes seek staff out to talk because he loved to talk and it would be a way for him to get out of the pod. [REDACTED] does not recall ever seeing anything inappropriate between [REDACTED] and PC Caparra on the Ranch premises or outside in the community. When asked how well she knew PC Caparra professionally or personally, [REDACTED] said their interactions were very brief. They would just say hi in passing and she could not recall anything else. When asked if [REDACTED] ever reported the relationship to anyone else at the Ranch, she said "No." However, [REDACTED] recalls telling her colleague [REDACTED] from [REDACTED]. She stated she wanted [REDACTED] feedback as a fellow colleague and said she never mentioned anyone's names. She stated [REDACTED] told her she should consult her supervisor and make a report.

[REDACTED] was asked if she recalled minors [REDACTED] or [REDACTED] in relation to contact with PC Caparra at the Ranch. [REDACTED] recalled she worked with Minor [REDACTED] and [REDACTED] but not minor [REDACTED]. She recalled PC Caparra used to talk to [REDACTED] quite a bit because PC Caparra worked in Charlie Pod and that's where [REDACTED] was housed. She also recalled [REDACTED] told her he was having a relationship with someone from the Ranch and he would always bring it up but when she pressed him for more details or a name he would never tell her. According to [REDACTED] [REDACTED] would state he is seeing a counselor from the Ranch. [REDACTED] reports [REDACTED] never showed her any pictures, phone numbers or social media information. She recalled

████ just bragging about it, so she told him to stop bringing it up if he wasn't going to give her more details about it. She recalled █████ saying he was going to Santa Cruz, CA. a lot because his father lived there but didn't realize PC Caparra also lived in Santa Cruz CA. When asked to recall times where she observed █████ with PC Caparra, she could not recall any specific observations or incidents. She stated she thought these were all different kind of kids. She recalled █████ lived in Hollister and she just saw him on Aftercare and they usually met at Starbucks or a Subway sandwich shop. █████ recalled while █████ and █████ were at the Ranch there was some kind of animosity between the two of them but she could not recall what it was about. She said █████ never showed her anything inappropriate regarding PC Caparra. █████ stated she could not recall any other information.

████████████████████
On April 6, 2017 Internal Affairs Investigator Daniel Cortez met with █████ at the Juvenile Rehabilitation Facility, James Ranch. Also present at the interview was █████ supervisor █████ is a █████ with █████, known as Morgan Hill █████ She has worked for █████ since August of 2014 and reports to █████ . █████ duties include individual and group therapy, crisis intervention, family therapy and case management for youth at James Ranch. Her schedule varies based on clients needs but is usually Sunday through Thursday.

████ was asked if she worked with █████ as a client. She said "No, I never had." She recalls supporting █████ twice in counseling role, but she was not his assigned █████ She recalled one on one sessions with █████ were done outside the Bravo pod door and were really brief. They were concerning some behavioral challenges █████ was displaying. She said █████ is his assigned █████ with █████ Community Services. █████ said those were the only two instances where she supported █████ at the James Ranch. When asked if she saw █████ outside of the James Ranch, she said "No." She went on to say █████ services provide service treatment at the facility only, unless special circumstances require community engagement.

This investigator showed █████ a photograph of █████ and she identified him as the minor we were discussing. When asked to describe the type of person █████ was, she stated "Witty, sharp, above average intelligence, capable, gregarious, but also reluctant to participate." When asked if █████ ever flirted with her or test any physical boundaries, she stated "No."

When asked if she ever observed PC Caparra and █████ together at the Ranch, she stated "Yes." █████ stated "They would be on the bench when you first walk out of the dorm, sitting on the bench facing the cafeteria, or walking around the blacktop." When asked if any of those interactions appeared inappropriate, she said "No." When asked if she ever observed PC Caparra and █████ walk in areas that were off limits or beyond staff supervision, she stated she never recalled seeing them in unauthorized areas. When asked if she observed them in the café, she said "Yeah, Yeah." She never saw anything inappropriate or that would raise any concerns. She mentioned PC Caparra's counseling of █████ appeared to be excessive for someone that's not his counselor. When asked if she overheard any conversations related to those counseling sessions, she stated "No." When asked if she ever observed PC Caparra and █████ Outside the Ranch. She said "No." When asked if she ever interacted with PC Caparra at the James Ranch,

really charged thing to happen, right? When I called her I said, 'Hey, I've called Mr. Heredia, but I just wanted you to know.' You know 'he's aware, the manager's aware, but please be careful.'

██████████ was asked if there is anyone else I should talk to that could help regarding this investigation. She mentioned Christopher Tieh, because PC Caparra and Christopher shared an office in QA.

██████████ was asked if she had any contact with PC Caparra since the allegations were reported, stated "Right when we got the allegation, ██████████ texted Ms. Caparra and said 'Please call me...' and then she wasn't sure if she had the right number, and I said, 'Well, let me check,' and so I called PC Caparra, and said 'Call ██████████ as soon as you can.' But I don't remember if like, I texted, to be honest. I was more in a hurry to come down."

██████████ stated she no longer had those text messages or PC Caparra's phone number, she looked on her phone but could not find them. When asked if she spoke to PC Caparra on the phone, she said "No." She recalls just texting her but never getting a response. When asked if the phone number she texted PC Caparra from, was her work or personal cell phone number, she said both and provided the phone number she used to text PC Caparra that day to this investigator. ██████████ could not recall anything further related to the investigation.

██████████

On April 13, 2017, Internal Affairs Investigator Kevin Hebb met with Ms. ██████████ at the Internal Affairs office located at Adult Probation. ██████████ reported she is the mother of a former probationer, ██████████ who was committed to the Juvenile Rehabilitation Facilities (the Ranch).

██████████ reported, her son was originally on Juvenile Probation, and was placed at the Ranch program in October or November of 2015. She stated he was at the Ranch until his release in March of 2016. During his time there, she said ██████████ became sexually involved with a staff member named "Tricia," later identified as Probation Counselor PC Tricia Caparra. ██████████ said the relationship started while ██████████ was at the Ranch, and continued on after he was sent home, and still on Juvenile Probation. She did not know the last name of PC Caparra because ██████████ hid the name from her. ██████████ said she became aware of the relationship between ██████████ and PC Caparra after she was contacted by a detective from the Santa Clara County Sheriff's Department. She stated that is when she questioned ██████████ about the relationship. ██████████ could not recall when exactly she was contacted by the detective, but noted she at first kept the information secret from ██████████. She said she would encourage ██████████ to cooperate with the detective and tell his story.

Clarifying her statement, ██████████ stated she first knew ██████████ was involved with someone because when he was released from the Ranch in March of 2016, he mentioned "that someone was interested in him." However, she "laughed it off." She remembered asking ██████████ if it was a male or female, and then wondered if it was someone she had already met, noting she had

attended several meetings at the Ranch, including an Multi-Disciplinary Team (MDT) meeting.

██████████ noted she was concerned about his relationship, but "didn't take it too seriously." She was not certain of the level of interaction he was having with the person. She stated, she did not know at the time if he was having sexual relations with the person. What she did know was PC Caparra was in contact with ██████████ and shortly after getting out of the Ranch PC Caparra asked ██████████ if he wanted to go see a Sacramento Kings game. ██████████ asked ██████████ if he could go. She noted she knew it was a violation of his Ranch release orders, and ██████████ was being very secretive about going to the game.

It was not until ██████████ came home and found the business card of the Sheriff's detective on her door that she learned more. She said she called the detective back, and subsequently met the detective the following day. During her conversation with the detective, she showed the detective a screen shot she had taken of ██████████ phone with the "nickname" of the person later identified as PC Caparra. She said the detective then explained what had been going on. ██████████ reported, she spoke with ██████████ and encouraged him to be honest with the detective, but ██████████ was not forthcoming at that time.

She noted she was not present in the room with ██████████ and the detective, but she learned later he did not divulge anything during his interview. She said ██████████ was concerned about retaliation. Further, PC Caparra had a son, and would tell ██████████ not to tell anyone about their relationship because it would impact the son. Ultimately, after speaking with ██████████ about his circumstances, ██████████ said ██████████ came to realize what had happened to him was wrong, given PC Caparra was a person in a position of authority. However, ██████████ could not meet with the detective due to "extenuating circumstances." She said she had since come to know another boy, whom she identified as "██████████" was also involved with PC Caparra. As such, ██████████ feared the situation was "just growing."

██████████ explained, ██████████ confided in her that he had spent time with PC Caparra. He showed ██████████ pictures of him and PC Caparra kissing. She said they would communicate through "encrypted" social media sites, such as Snap Chat and Instagram. ██████████ reported PC Caparra had picked ██████████ up from her house, as well as his father's house, unbeknownst to her. She noted PC Caparra lived somewhere near Santa Cruz, and ██████████ had spent time with her there. Moreover, he and PC Caparra had been to the Santa Cruz Boardwalk together. PC Caparra even gave ██████████ money, though ██████████ was not certain how much. Ultimately, ██████████ blocked PC Caparra from his phone. ██████████ remembered ██████████ repeatedly saying he had a girlfriend, but PC Caparra would manipulate him. ██████████ noted there were letters that ██████████ had written PC Caparra, but she was uncertain PC Caparra ever wrote back.

She said PC Caparra was careful what she said and how she said it. ██████████ reported, ██████████ was still willing to speak with the detective about his experiences. However, ██████████ expressed concerns about retaliation. She felt given ██████████ is involved with the Probation Department, she was not certain how talking with another Santa Clara County employee would affect him. ██████████ also noted, given ██████████ past history of being victimized, he was more prone to "grooming behaviors of people that are sexual predators." She said that his cooperation with investigators is important for his own healing. She noted the stigma of being victimized, especially from a female

sexual predator. Saying [REDACTED] and [REDACTED] were both involved shows there may be others who were victimized as well. She believes [REDACTED] coming forward and being forthcoming with information not only helps himself, but helps other youth by protecting them from potential abuse by someone in a position of authority. [REDACTED] further stated she hoped [REDACTED] would share the photos of him kissing PC Caparra with Probation Investigators.

[REDACTED] was not certain when the relationship between [REDACTED] and PC Caparra began. She knew it was some time while he was at the Ranch. She recalled when he was released from the Ranch in March of 2016, he stated someone was "really interested" in him; however, he "laughed it off." She further reported, after he was released, [REDACTED] had major heart surgery. As such, her focus was getting her son healthy and off of Probation. She said never in her "wildest dreams" did she imagine someone responsible for taking care of him at the Ranch would have victimized him.

When queried further, [REDACTED] reported [REDACTED] did not attend the Sacramento Kings game as he had requested to do. She noted, it was early in his Probation, and he was still compliant at that time with his orders and conditions as he wanted to get off Probation. Further, she said she learned around the same time, [REDACTED] had texted his address to PC Caparra, and they had spent time in the Los Gatos area. She believed the encounter was sometime in April of 2016. [REDACTED] stated, she could not say for certain all the things that happened between [REDACTED] and PC Caparra, and as such [REDACTED] needed to tell his story to investigators. She further said it was difficult having a conversation as a mother with her son about his sexual relationship with a woman who was in her 30's. [REDACTED] said it would be better if [REDACTED] spoke with investigators rather than her.

In conclusion, [REDACTED] expressed her frustration, pain, and anger about the situation between her son and PC Caparra. She stated, it was her belief [REDACTED] should never had been placed at the Ranch in the first place at it was not a program designed to meet his needs. Learning [REDACTED] was subsequently victimized by a staff member from the Ranch was "really sad" to her. It makes her "sadder" to know it happened to someone else other than [REDACTED]. [REDACTED] expressed further frustration, saying the fact PC Caparra was on "paid administrative Leave... it's deplorable." [REDACTED] said she hoped, by telling her story, investigators could stop what had been happening.

[REDACTED]

On April 19, 2017, Internal Affairs Investigator Kevin Hebb met with [REDACTED] at the Elmwood Correctional Facility in Milpitas, California.

[REDACTED] confirmed he was previously on Juvenile Probation with the Santa Clara County Probation Department. He stated, while on juvenile Probation, he was committed to the James Boys Ranch (the Ranch) in Morgan Hill, and was assigned to the C-Pod. He said he was at the Ranch for approximately two and one-half months.

[REDACTED] was not certain when the relationship between he and PC Caparra began, but estimated it began in February of 2016. He said he has "always been really charismatic" and it "just kind of sparked her interest." He noted his mother is a therapist and his father is a "manipulative drug addict," so he "picked up on those traits as well." He said he noticed her interest in him and he "exploited that fact." He said PC Caparra was "pretty professional" for the first couple of weeks;

however, she began to take him out of his pod more often and for longer periods of time to talk. He believed PC Caparra wanted to help him at first, but after a while it changed.

When the two would talk, it was about "everything in general." He believed she was intelligent, and he was intelligent as well, so "it just happened." He said it eventually escalated to "little flirtations" and it began to become "a constant thing." Then he was released from the Ranch and she gave him her phone number. They began to associate outside the Ranch "and it was off from there." [REDACTED] stated, when PC Caparra would take him out of his pod at the Ranch, many staff members would see them together alone, but always in public areas. Any time they had a conversation or were together, it was in common areas.

[REDACTED] reported, he was not certain he was ever in a "relationship" with PC Caparra. He said he had a girlfriend at the time, someone he had been seeing on and off for approximately seven years. He stated, at the time he was with PC Caparra, he was not with the girlfriend. [REDACTED] said his own drug addiction and the choices he was making interfered with his relationship with his girlfriend. As such, he "needed someone to fall back on." Then there was PC Caparra, who gave [REDACTED] a sense of stability. PC Caparra "pressed the right buttons, so it worked."

Looking back on the experience, [REDACTED] believes PC Caparra was manipulating him, but at the time it was happening he did not recognize it. She appeared to have a "nonchalant attitude" toward his activities. He said he could be a "scumbag" and did not have to account for his actions "at any time." [REDACTED] said PC Caparra would show him preferential treatment such as bringing him food, drinks, and candy. He noted it was "innocent stuff" such as describe in the "sexual assault pamphlets you get when you go in jail." However, even with her actions, he did not "think of her any different." He said the "both used each other."

[REDACTED] said he was not going to "come forward" about his experiences because he knew PC Caparra had a child. However, when minor [REDACTED] came forward, he understood he needed to "clear (his) conscience." He said looking back, he knew what happened was not right and that he was "taken advantage of." He said he was no longer on drugs, so looking back he thought he had "all the cards to play the game," but he now realizes he was just "flustered."

While at the Ranch, [REDACTED] said he and PC Caparra would often find times to be alone in order to kiss or "she's grab me." However, they never had sexual intercourse, nor would there be mutual masturbation. [REDACTED] explained they just did not have enough time or privacy for anything such as that. He said it was little moments together. He gave an example of when doing basketball, he would ask to return to the pod to get his [REDACTED], and she would go into the pod with him. He said was "a minute here, a minute there" together.

[REDACTED] reported he knew "everything" about PC Caparra's relationship with minor [REDACTED]. He noted they were "really good friends." He did not believe PC Caparra was aware of his and [REDACTED] friendship. He said approximately a month after he was released from the Ranch, [REDACTED] was released as well and they would associate with each other. He said when [REDACTED] saw him and PC Caparra together, [REDACTED] asked if they had a relationship. When [REDACTED] admitted they did, [REDACTED] said he and PC Caparra did as well. He said, that was when he first realized PC Caparra "played" him.

Feeling PC Caparra was dishonest about being with [REDACTED] [REDACTED] started seeing PC Caparra's "behavior for what it was." He said he began to manipulate her, throwing "little jabs at her" and watch her lie about it. That is when he began to lose respect for her; however he saw a "benefit in meeting" so he remained involved with PC Caparra, as did minor [REDACTED] [REDACTED] said PC Caparra gave him money and attention. Being in the situation, he craved her attention. He said he could not explain it as he was no longer in "that mindset," but there was "real sex involved" and both boys took advantage of PC Caparra. He noted they were both taken advantage of as well.

[REDACTED] said he believed there was one other individual that was involved in a relationship with PC Caparra, but he could not "guarantee it." He said the person he suspected was much younger than he and [REDACTED] He said PC Caparra appeared to be drawn to a certain type of individual, and the person he suspected did not "fit like the criteria" for what he knew of her. [REDACTED] said he did not know the individual's name, but knew him to be a possible Norteño with the nickname of [REDACTED].

[REDACTED] was not certain if other staff at the Ranch suspected he and PC Caparra were involved in anything. He said a lot of the other staff did not treat PC Caparra well. There were also a lot of male staff members who were clearly attracted to her but she did not care for their advances. He noted one staff member, [REDACTED] liked PC Caparra, and another staff he identified as [REDACTED] [sic] treated PC Caparra poorly because she rebuffed his advances. As such, a lot of staff took notice when she would pull [REDACTED] from his pod, making comments about her taking him or other minors out again. However, he could not say if they suspected anything inappropriate.

According to [REDACTED] all the minors in the pod wished to be pulled out of the pod by PC Caparra because "she was a cool lady." He said she "definitely had some button issues," but overall she "was cool." He said she made his "time at the Ranch a lot easier" as he could "pretty much do whatever" he wanted.

[REDACTED] noted PC Caparra was not assigned to his pod, but was instead in F pod. However, she was a "floater" and as such would come to his pod from time to time. He said the F pod minors were younger, and could be "assholes" toward her. As such, she seemed to go to the older boys as a form of taking a break. He said the youth in F pod were "gnarly little kids" and they would really frustrate her. So, he would spend time helping PC Caparra deal with her frustrations and "made her happy."

[REDACTED] reported he only received one OT from the Ranch prior to his release, and on that OT he did not meet or speak to PC Caparra. However, he said he was released from the Ranch four days later, and on that day he spoke to her on the phone "all day" as well as texted her. He said, during their relationship, she never provided him with drugs. Further, he noted he only spoke with [REDACTED] about his relationship with PC Caparra. He clarified and said there were a "couple of people" he and [REDACTED] knew about the relationship he and [REDACTED] were having with PC Caparra while at the Ranch, but said they would never speak with investigators.

[REDACTED] said he never spoke about his relationship with PC Caparra because it was so unusual. He said he has heard about incidents in the prison system, but noted he was in the juvenile system, and PC Caparra was a female staff having relations with a male ward. As such, he believed it

was so unusual that no one would ever believe him. Therefore, he never spoke about it with people. [REDACTED] stated, while in Elmwood Correctional Facility, he had been approached by other inmates who said they heard about what happened. However, he would tell them it was only a rumor, and deny anything happened. He said he did not want to "put her on blast," and have people know about her.

In speaking with Investigator Hebb, [REDACTED] said he had come to realize what PC Caparra had done, and knew how it had impacted him. He knew it was wrong, and when he sees women who remind him of PC Caparra, he feels "gross." He said he is ashamed of what he did with her, and that is why he chose to speak out about it.

[REDACTED] stated he still had pictures of he and PC Caparra. He said he had pictures of them kissing, as well as of her tattoo. He said the tattoo is located on her back. He further reported he knew who the artist was because he had tattoos as well. He said in order for investigators to get his text messages between the two, a subpoena would be needed.

Upon being released from the Ranch, [REDACTED] confirmed PC Caparra had asked him to go to a Sacramento Kings game; however, he did not attend. He said she ultimately went with someone she knew from Stockton, California. He noted, he believes PC Caparra was dating the man from Stockton the whole time she was also seeing [REDACTED]. He said she would often talk to [REDACTED] about her problems with the other man.

[REDACTED] reported he had a video of he and PC Caparra at the Santa Cruz Boardwalk. He noted he was drinking at the time. He further stated she would take him out drinking when they were together. He said they would ultimately end up back at her home where they would have sexual intercourse. [REDACTED] confirmed his father lived in Santa Cruz, a couple of miles from PC Caparra. He said he lived with his father for only a few months before returning to live with his mother. PC Caparra had picked [REDACTED] up from his father's house at least once. [REDACTED] noted his father had seen PC Caparra on one such occasion. He said his father had his own addictions, and as such did not pay much attention to what [REDACTED] was doing.

[REDACTED] stated he had spoken to his mother about his relationship. He said he never gave his mother many details about the relationship, but reiterated he had spoken to her before. He said he would tell her in order to prevent him being accused of anything, just to cover his tracks. He said he did not want to be caught for any "stupid things."

In regard to his trip to Los Angeles for a conference, [REDACTED] said he really did go to the conference. He said it was a terrible thing for him to do as he just went and got drunk and intoxicated with various drugs. He said he felt horrible because the people he was with were truly leading a sober life, yet he was completely intoxicated the whole time. He denied meeting PC Caparra in Los Angeles.

[REDACTED] reported he would meet with PC Caparra "a couple times a week." He said it was usually in the middle of the night, as PC Caparra had a child. He said she would have to drive from Morgan Hill to Santa Cruz after picking up her son. She would then call [REDACTED] when she was home.

According to [REDACTED] it was in late March of 2016 when they first had sexual intercourse. He said it was right after he was released from the Ranch. [REDACTED] said it happened at a parking lot in Saratoga. That afternoon, when they got together, he said PC Caparra was reluctant. He said he convinced her, saying "you're already here" and "(if) you're gonna have sex with me, have sex with me." Again she was reluctant, but when [REDACTED] said he was going to head home, she stopped him and proceeded to perform oral sex on him. They then engaged in sexual intercourse. [REDACTED] noted, PC Caparra always insisted he use a condom when they had sex.

[REDACTED] said he and PC Caparra had sex in different locations, including her house and places he knew. He said when they got together, it was for the purpose of having sex. He said it was usually PC Caparra who initiated the encounters. He said they would speak on the phone every day. [REDACTED] said their encounters were dependent often on her schedule. As such, he said he did not seek her out; he would do his thing until she would contact him. He said there were occasions where he would "blow her off," saying he did so more that the number of times he agreed to be with her.

It was around this time [REDACTED] began getting back together with his girlfriend. As such, he found he did not like PC Caparra as much as before. They eventually stopped hanging out as much, at which time he noted PC Caparra "started getting weird." [REDACTED] said [REDACTED] experienced the same thing. PC Caparra would threaten him by saying she was suicidal without him. This caused [REDACTED] to distance himself further, noting "she's the last thing I need." He said he felt she was trying to bargain with him, but he knew she was in no position to do so. After PC Caparra began trying to prevent [REDACTED] from breaking off the relationship, [REDACTED] realized he needed to keep some of the things he had of her, such as the pictures on his phone.

[REDACTED] stated there was one time he received money from PC Caparra. He said he gave her a bogus excuse at the time. She was reluctant, but ultimately gave in. [REDACTED] believed PC Caparra truly cared for him, "but it was just in a way that's not, like, normal." She was possessive of him. He said he knew she had been "taken advantage of" when she was younger. It was another way in which he related to her. He said his experiences with trauma made him more empathetic of her, and he truly sympathized with her. He said he began to feel he would "look out for her."

Ultimately, [REDACTED] believed PC Caparra was taking advantage of him in every way. He believed he was wild and spontaneous, and that made her feel young again. [REDACTED] believed she needed to feel better about herself, and she used him to feel that way. He thinks she even told a lady friend about him. He also believed the man she was seeing in Stockton learned about their relationship because the man was able to see their texts to each other. [REDACTED] said PC Caparra continued to play to his weaknesses, and "pull" him in to a point where he thinks she ultimately wanted to be seen in public with him, though not in places where they might be seen by people they knew.

[REDACTED] recalled telling someone at the Ranch about his relationship with PC Caparra. He said he did not give details because he knew the person was a mandated reporter, so he had to "work around it." He said he believed they suspected, but they could not prove it, so they did not say anything because they did not want to ruin someone's career without any proof. [REDACTED] said he would do such things because he had an ego, and he just wanted to say "look at me."

Throughout the relationship, █████ said PC Caparra would instruct him to delete pictures and texts between them, to which he usually followed her instructions. He noted there were a few things he did not delete, and agreed to provide them to investigators. In conclusion, █████ again stated he felt taken advantage of by PC Caparra. He said he has had time to think about what happened, and he sees how her "behavior played on (his) character assets." He said he does not want her to be considered a sex offender, but he understands what she did was wrong. He noted he was on juvenile Probation, and though an adult at the time, he was still under her jurisdiction as a Ranch Counselor. He said he knows █████ was 17 at the time, and as such what she did was illegal. █████ said that was the only reason he was cooperating with investigators.

█████ (Second Interview):

On May 22, 2017, Internal Affairs Investigator Kevin Hebb met with the witness, █████ at the Internal Affairs office located at Adult Probation. On that date, █████ provided Investigator Hebb with three photographs of he and PC Caparra kissing (attachment # 27). He noted the photographs were taken the day they first engaged in sexual intercourse.

Additionally, █████ provided a copy of the video he had previously reported having, showing he and PC Caparra at the Santa Cruz Boardwalk (Attachment #45). █████ is seen in the video drinking a large Coors's beer. █████ stated he thought he had additional photographs, but could not locate such.

█████ stated he was familiar with PC Caparra's home, having been to the house a number of times to have sex. He said he was unsure of the exact address, but reported the streets it was located on. █████ then drew a picture of the layout of PC Caparra's house, labeling locations within the home, as well as the placement of some furniture (Attachment #18).

PC Caparra Subject:

On June 29, 2017 Internal Affairs investigators Daniel Cortez and Kevin Hebb served PC Caparra with Proof of Service forms. PC Caparra acknowledged receipt of the Statement of Allegations made against her, Peace Officer Bill Of Rights (POBAR) Notification and Notice of Interview. PC Caparra signed and dated the forms and was instructed to report on July 13, 2017 to answer questions in a formal interview. On July 12, 2017 this investigator received a phone call from Christine McGuire, attorney representing PC Caparra, informing this investigator PC Caparra resigned from the department on July 10, 2017. Ms. McGuire also stated that PC Caparra would not be reporting to the Internal Affairs office to answer any questions. This investigator contacted Deputy Chief Diana Teves to inform her of the above.

CONCLUSION:

On September 6, 2016 Probation Counselor PC Caparra was placed on paid Administrative Leave pending the outcome of both a criminal investigation as well as an administrative investigation related to allegations of participating in an inappropriate relationship with an in custody minor. Although this case was assigned to Internal Affairs on September 6, 2016, the administrative investigation did not begin until the completion of the criminal investigation.

On March 15, 2017, this investigator met with Detective Sergeant Suguey Jaimez from the Santa Clara County Sheriff's Office to obtain investigative material related to the criminal case. It was at this time that Detective Jaimez advised this investigator that the Santa Clara County District Attorney's Office declined to pursue criminal charges due to insufficient evidence. At this point, the administrative investigation officially commenced.

This investigator reviewed multiple pieces of evidence, including numerous DVD recorded victim/witness interviews, CD's containing forensic analysis of PC Caparra's personal iCloud account, PC Caparra's personal cell phone records, PC Caparra's AT&T billing information, Fairmont Hotel receipt associated to PC Caparra, PC Caparra's AT&T extraction report detailing text/video messaging, PC Caparra's Fertility Calendar captured from her iPhone, Copies of James Ranch Bravo and Charlie Pod logs, Copies of James Ranch OT Furlough logs, Time Detail sheets for PC Caparra, Incident Report detailing inappropriate photographs found on [REDACTED] cell phone reported by PC Joe; Incident Report detailing [REDACTED] returning from a furlough on July 2, 2016 under the influence of alcohol reported by PC Nooristany, as well as Departmental Emails admonishing PC Caparra for being alone with youth out of sight supervision from other staff, and photographs taken by this investigator of the locations where the alleged sexual misconduct had taken place at the James Ranch.

The investigation established that minors [REDACTED] and [REDACTED] were both romantically and sexually involved with PC Caparra. There is additional information that supports PC Caparra's involvement with minors [REDACTED] and [REDACTED] but the extent of her involvement could not be substantiated. It was learned through the investigation process that PC Caparra invented a sophisticated method to disguise her true identity. For example, she used different aliases (a.k.a) when communicating with the minors. Therefore, by deliberately concealing her identity it would reduce her risk of exposure. This investigator discovered that the following aliases were used by PC Caparra and the minors to communicate with each other. PC Caparra used aliases (a.k.a. [REDACTED] (a.k.a. [REDACTED] (a.k.a. [REDACTED] [REDACTED]) when communicating with [REDACTED] and [REDACTED] cell phone text messages, Emails and Snapchat. [REDACTED] [REDACTED] used these aliases when communicating with PC Caparra through text messages, Snapchat and Instagram. [REDACTED] (a.k.a. [REDACTED] used this aliases when communicating with Caparra through Email, and text messages. [REDACTED] (a.k.a. [REDACTED] used this aliases while communicating with PC Caparra though Snapchat. [REDACTED] (a.k.a. [REDACTED] aliases was used in communicating through text messages with PC Caparra. (Attachment #16, #20 #21, #23)

Through the course of this investigation, the evidence established that PC Caparra had a Modus Operandi "M.O." In where, her distinct pattern comprised of identifying minors that would engage in the same interests she had e.g. non GMO foods, Buddhism and Music. She developed a rapport/ relationship with the minors making them feel "special", by providing one - one counseling away from the pod and bringing them Fast Food on occasion. She then exchanged her personal Email, Snapchat account, Instagram account and personal cell phone information with the minors. Furthermore, in the instances with [REDACTED] and [REDACTED] she initiated an intimate relationship subsequent to their release from the James Ranch. After they grew weary or attempted to end the relationship, respective to [REDACTED] and [REDACTED] she would cry and threaten to hurt herself if they left her.

An examination of the evidence suggests PC Caparra participated in gross misconduct with youth at and away from the James Ranch. In the case of [REDACTED] and [REDACTED] the sexual misconduct was occurring concurrently. Where in both [REDACTED] and [REDACTED] were having sexual intercourse with PC Caparra during the same time period and eventually discussed the sexual encounters they were having with PC Caparra. The allegations of sexual misconduct with [REDACTED] and [REDACTED] were solely based on [REDACTED] and [REDACTED] statements. However, this investigator could not substantiate those allegations. Nonetheless, the investigation suggests the precedent PC Caparra set with [REDACTED] and [REDACTED] demonstrates PC Caparra's actions with [REDACTED] and [REDACTED] were likely inappropriate on some level.

Thus, the focus of the investigation is in regards to the following issues:

1. Did PC Caparra violate the Department's Code of Ethical Conduct?

This investigation produced substantial and persuasive evidence supporting a finding that PC Caparra engaged in improper relationships both at the James Ranch and in the community with at least two or more minors. First [REDACTED] was named in a (CPS) cross referral report (attachment #33) by [REDACTED] in where it is reported that both [REDACTED] and [REDACTED] are having a sexual relationship with PC Caparra. After reviewing PC Caparra's AT&T phone records (attachments #14 &16) it demonstrates she was communicating with [REDACTED] (aka [REDACTED] through text messages, and phone calls. In addition, during investigator Kevin Hebb's interview with [REDACTED] was able to provide photographs of him and PC Caparra kissing in the back of her car (attachment # 27) along with a video taken by [REDACTED] with PC Caparra, where [REDACTED] is drinking a large Coors's beer and PC Caparra is discussing Probation work at the Santa Cruz Beach Boardwalk (attachment #45). Furthermore, [REDACTED] also drew sketches of the interior layout of PC Caparra's residence, where he states he had been on numerous occasions to have sex (attachment # 18). Additionally, when Sheriff's investigators interviewed [REDACTED] mother of [REDACTED], she provided a photograph of her son's cell phone showing PC Caparra's phone number under the contact name [REDACTED] is identified as PC Caparra through AT&T phone records (Attachment # 23, 16). It was also learned that PC Caparra's iPhone revealed an application called [REDACTED]. PC Caparra documented instances in where she was intimate, ovulating, or on her period. On July 5 2016 PC Caparra wrote intimate ([REDACTED] ([REDACTED] is identified as [REDACTED]. [REDACTED] confirms he had sexual intercourse with PC Caparra on July 5, 2016.

[REDACTED] (aka [REDACTED] made similar statements with Sheriff's investigators and this investigator regarding the sexual relationship he was having with PC Caparra. PC Caparra's AT&T phone records (attachments # 14 &16) shows that PC Caparra was communicating with [REDACTED] via text message, phone call and social media applications, specifically Snapchat. In addition, [REDACTED] version of his sexual encounter with PC Caparra on July 2, 2016 at the Fairmont Hotel in San Jose CA were similar to the version he gave Sheriff's investigators, including where he states PC Caparra purchased two beers for him which he drank before they had sexual intercourse. In addition PC Caparra's iPhone application [REDACTED] confirms she was intimate on July 2, 2016.

The Fairmont Hotel receipt (attachment #17) indicates that on July 2, 2016 PC Caparra booked

room [REDACTED] at the Fairmont Hotel in San Jose, CA. Although, no video surveillance existed for that date. Sheriff's detectives met with [REDACTED] at the Fairmont Hotel who located a room reservation [REDACTED] for two adults in Room [REDACTED] on 07/02/16 in PC Caparra's name (attachment #25 p.8). In addition, according to an Incident Report written by PC Nooristany on July 2, 2016 [REDACTED] returned from his furlough under the influence of alcohol (attachment #31). Moreover, statements made by PC Joe and PC Austin during a home visit with [REDACTED] on October 7, 2016, both confirm they saw pictures of PC Caparra on [REDACTED]'s cell phone from the social media site Snapchat. [REDACTED] also provided those same photographs via his attorney (attachment #19).

Minor [REDACTED] (aka [REDACTED]) was listed in PC Caparra's Snapchat Best Friends list (attachment #21) as number four in frequency of contact. [REDACTED] was housed in Charlie Pod with [REDACTED] and according to the Charlie Pod logs was pulled out by PC Caparra on one occasion (attachment #36). This investigator tried to reach [REDACTED] for a formal statement but was unable to contact him. Investigator Kevin Hebb sent a certified letter on 06/15/17 to [REDACTED] in an effort to contact him at his last known address but received no response (attachment #46).

[REDACTED] (aka [REDACTED]) was identified by [REDACTED] in his statement to this investigator as another minor who was romantically involved with PC Caparra at the Ranch. [REDACTED] also gave that same name to Sheriff's investigators. However, when reviewing the Ranch pod logs (attachment #36) [REDACTED] name does not appear in the pod logs as being counseled by PC Caparra. Additionally, this investigator was unable to contact [REDACTED] for a formal statement.

Based on the compelling evidence this investigation concludes that PC Caparra was engaging in sexual misconduct with [REDACTED] and [REDACTED]. [REDACTED] Probation Field sheet photograph (attachment # 11) is similar to the Snapchat photograph. It is evident that he was communicating with PC Caparra through Snapchat (attachment #21) comparing the photos. It was also apparent that PC Caparra was removing [REDACTED] from his pod for "Counseling Sessions." at the Ranch. However, there is insufficient evidence to prove that [REDACTED] and PC Caparra's relationship was sexual in nature. [REDACTED] mentioned that [REDACTED] was another possible victim. However, it could not be proven that an inappropriate relationship existed between [REDACTED] and PC Caparra. PC Caparra's behavior with [REDACTED] and [REDACTED], suggest it is possible that an inappropriate relationship existed with [REDACTED] and PC Caparra. Unfortunately, [REDACTED] was unable to be contacted to verify the allegation.

Moreover, PC Caparra refused to come in and answer any questions related to this investigation after she was served with the allegations and a notice of interview date. In addition, PC Caparra's abrupt resignation leads this investigator to believe the statements of the victims, witnesses and evidence obtained during this investigation are true.

Therefore, this allegation and the associated policy violations listed below are **sustained**.

Santa Clara County Probation Departments Administrative Services Procedure Manual – Part 200, Section 220 – Code of Ethical Conduct

The Santa Clara County Code of Ethical Conduct states that public service is a public trust.

In keeping with, and incorporating the County Code of Ethical Conduct, Probation Department employees are responsible for performing their duties in accordance with the highest standards of ethical conduct.

The Santa Clara County Probation Department believes the following core values are fundamental to the success in realizing our mission and goals:

- Our employees are the foundation upon which we provide quality services. We emphasize unity, positive relationships and open communication. We respect our employees by providing education, training, appropriate tools and developmental opportunities.
- We value and embrace diversity, cultural competence, respect and equitable treatment.
- We strive for optimal performance through innovation and collaboration.
- We conduct ourselves with honesty, integrity and accountability.

Professional and personal activities must be free of improper influence or the appearance of improper influence. Inappropriate conduct includes, but is not limited to:

- Activity which is in fact or could reasonably be viewed as in conflict with one's official duties;
- Using County time, facilities, equipment, supplies or the badge, uniform, prestige or influence of one's position for other than official purposes;
- Accepting personal favor or personal financial gain for professional consideration;
- Engaging in improper relationships with clients and/or their families. Staff with personal and/or family relationships with clients should notify their Supervisor and the client's assigned Deputy Probation Officer.

I. County Merit System Rules A25-301(a) (1)

"Violation of the County Charter, merit system rules and regulations, and written and published departmental rules and policies which do not conflict with this article."

II. County Merit System Rules A25-301(b) (1)

"Guilty of gross misconduct, or conduct unbecoming a County officer or employee which tends to discredit the County or County service."

III. County Merit System Rules A25-301(b) (2)

"Guilty of immoral conduct or criminal act."

2. Did PC Caparra violate the Probation Departments Juvenile Ranches Procedures Manuel PREA (Prison Rape Elimination Act) policy?

The (PREA) policy prohibits sexual contact, sexual harassment and acts of sexually abusive behavior among residents and/or between residents and staff, volunteers, contractors, interns or official guests/visitors, regardless of consensual status.

Probation Department Juvenile Ranches Procedures Manual Part 12, Section 12.01 – PREA POLICY STANDARDS BY CODE:

UU: Sexual Abuse of a resident by a staff member, contractor, volunteer, intern, official, guest/visitor; includes any of the following acts, with or without consent of the client:

- #4. Any other intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or the buttocks of another person, excluding contact incidental to a physical altercation
- #7. Contact between the mouth and any body part where the staff member, contractor or volunteer has the intent to abuse, arouse, or gratify sexual desire
- #11. Any display by a staff member, contractor, volunteer, intern, or official guest/visitor of his or her uncovered genitalia, buttocks, or breast on the presence of a client
- #12. Voyeurism by staff member, contractor, volunteer, intern, or official guest/visitor

V. Probation Department Juvenile Ranches Procedures Manual Part 12, Section 12.01 (I) (A) Zero Tolerance Policy- “Means by policy and practice the Department will not tolerate resident sexual abuse of any kind in its facilities or in the community. All incidents of sexual contact, sexual abuse, sexual harassment and sexual misconduct within its facilities shall be reported and investigated and, if applicable, criminal charges may be filed. Disciplinary sanctions and penalties shall apply to any violation of the policy to reinforce importance and deterrence. Consensual sex between juvenile residents is not allowed in facilities and will be addressed by facilities’ disciplinary process.”

The evidence indicates PC Caparra violated the Probation Department Juvenile Ranches (PREA) policy, specifically part 12 section 12.01 page #7 UU (#’s4, 7, 11, 12) and section 12.01 (I) (A) Zero Tolerance Policy in where cell phone records obtained from PC Caparra’s iCloud account show inappropriate pictures she sent from her cell phone to [REDACTED] cell phone via social media site Snapchat displaying her buttocks (attachment #19 photo #5). In addition, statements made by [REDACTED] and [REDACTED] where they detail their sexual contact and sexual intercourse with PC Caparra on multiple occasions. Specifically, with [REDACTED] at the James Ranch in the Café where she pulled out his penis and “jerked” him off and at the Fairmont Hotel in San Jose CA and at his home where they had sexual intercourse on multiple occasions. Additionally, when [REDACTED] spoke with Sheriff’s detectives, he stated he and PC Caparra were at the greenhouse area at the James Ranch and PC Caparra told him that they had to be careful because of PREA (Prison Rape Elimination Act) PC Caparra told [REDACTED] to water the plants to make sure they had a legitimate reason for being in that area. [REDACTED] states that when he walked into the greenhouse PC Caparra followed him in pulled up his shirt, grabbed his buttocks, began kissing him and said she missed him (attachment # 13 PREA tab)

█████ states that he and PC Caparra had sexual intercourse on one occasion in the back of her car (attachment # 27 photographs 1, 2, 3), and at her residence on multiple occasions in where █████ drew sketches of PC Caparra's residence (attachment #18). Hence, the investigation demonstrates PC Caparra knowingly participated in sexual contact with █████ at the James Ranch and had sexual intercourse with both █████ and █████ outside the James Ranch violating the Probation Departments PREA (Prison Rape Elimination Act).

In regards to █████ this investigation establishes that PC Caparra was communicating with █████ the social media site Snapchat (attachment #21). This communication along with the fact that PC Caparra counseled █████ outside the pod on one documented occasion (attachment 36) may perhaps lead to support a finding of misconduct. PC Caparra's abrupt resignation in lieu of appearing, for a formal interview to answer questions, can only lead this investigator to speculate that PC Caparra's interactions with █████ were improper.

█████ was mentioned by █████ to the Sheriff's detectives and this investigator as another possible victim. Unfortunately, █████ could not be contacted to verify the statements made.

Therefore, this allegation and the associated policy violations in regards to █████ and █████ are: **Sustained**

IV. Probation Department Juvenile Ranches Procedures Manual Part 12, Section 12.01 – PREA POLICY AND STANDARDS BY CODE

"The Santa Clara County Probation Department is committed to providing healthy, safe and secure custodial care for its juvenile residents to include a zero tolerance standard towards all forms of sexual abuse, sexual harassment and staff sexual misconduct within its facilities and contracted programs in compliance with the Prison Rape Elimination Act of 2003.

This policy prohibits sexual contact, sexual harassment and acts of sexually abusive behavior among residents and/or between residents and staff, volunteers, contractors, interns or official guests/visitors, regardless of consensual status. The Department will immediately respond to allegations, fully investigate reported incidents, pursue disciplinary action, and refer for investigation and prosecution those who perpetrate such conduct."

Probation Department Juvenile Ranches Procedures Manual Part 12, Section 12.01 – PREA POLICY AND STANDARDS BY CODE

UU: Sexual Abuse of a resident by a staff member, contractor, volunteer, intern, official, guest/visitor; includes any of the following acts, with or without consent of the client:

#4. Any other intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or the buttocks of another person, excluding contact incidental to a physical altercation

#7. Contact between the mouth and any body part where the staff member, contractor or volunteer has the intent to abuse, arouse, or gratify sexual desire

#11. Any display by a staff member, contractor, volunteer, intern, or official guest/visitor of his or her uncovered genitalia, buttocks, or breast on the presence of a client

#12. Voyeurism by staff member, contractor, volunteer, intern, or official guest/visitor

V. Probation Department Juvenile Ranches Procedures Manual Part 12, Section 12.01 (I) (A) Zero Tolerance Policy- "Means by policy and practice the Department will not tolerate resident sexual abuse of any kind in its facilities or in the community. All incidents of sexual contact, sexual abuse, sexual harassment and sexual misconduct within its facilities shall be reported and investigated and, if applicable, criminal charges may be filed. Disciplinary sanctions and penalties shall apply to any violation of the policy to reinforce importance and deterrence. Consensual sex between juvenile residents is not allowed in facilities and will be addressed by facilities' disciplinary process."

3. Were PC Caparra's actions in violation of the Juvenile Ranches Guidelines for Conduct of Staff policy?

The Juvenile Ranches Guidelines for Conduct of Staff section VIII state,

Probation Department Juvenile Ranches Procedures Manual - Part 02 - Section 02.03 (I) (10) Guidelines for Conduct of Staff

#10. "We are a role models to the youth we serve. Staff shall ensure by their dress, language, and behavior that they render a positive influence. Staff shall not develop social relationships with youth once they have been released from custody absent special permission from Management."

PC Caparra violated this policy when she developed inappropriate relationships with [REDACTED] and [REDACTED] on and off the James Ranch (attachment's #16, 19, 20, and 21). These attachments demonstrate PC Caparra's involvement in an inappropriate relationship with [REDACTED] and [REDACTED] through social media, phone, text and face to face contact. Despite the fact that PC Caparra was working as a "Floater." A position in where you are not directly working with the youth in a pod. PC Caparra was conducting one on one counseling with these youth.

For example, PC Caparra counseled [REDACTED] 15 times, [REDACTED] seven times, and [REDACTED] one time from 02/25/16 to 06/25/16 (attachment # 36). In all the [REDACTED] sessions PC Caparra never wrote a case note in the JAS case management system describing her counseling sessions with these youth or was questioned as to why she was pulling out these youth from the pod so frequently. Furthermore, statements made PC Nooristany, PC Austin, PC Joe and DPO Vento corroborate that PC Caparra was pulling these youth from the pod albeit without having to document her so called "counseling sessions."

Moreover, on June 27, 2016 Probation Manager Robert Young sent PC Caparra an email directing her not to be alone with [REDACTED] or any other minor in unauthorized areas (Attachment # 40). Yet, she chose to ignore the directive and continued her clandestine relationships with these minors.

████████ cell phone records confirm that PC Caparra and ██████ were communicating via Snapchat in a manner so frequently that ██████ was listed in PC Caparra's top four most frequent contacts (attachment #21). Additionally, ██████ name came up in an interview with DPO Vento, in where DPO Vento said ██████ had inappropriate video evidence exposing PC Caparra and ██████ and or ██████ together. Unfortunately, ██████ was unable to be contacted to provide a formal statement.

Due to a lack of evidentiary support, this investigator could not sustain a finding in where PC Caparra violated the guidelines for staff conduct with ██████. Additionally, ██████ could not be contacted to verify the statements made by ██████

Therefore, this allegation and the associated policy violation in regard to ██████, ██████ and ██████ are: **Sustained**

VIII. Probation Department Juvenile Ranches Procedures Manual - Part 02 - Section 02.03 (I) (10) Guidelines for Conduct of Staff

"We are a role models to the youth we serve. Staff shall ensure by their dress, language, and behavior that they render a positive influence. Staff shall not develop social relationships with youth once they have been released from custody absent special permission from Management."

VII. Probation Department Juvenile Ranches Procedures Manual - Part 01 - Section 01.04 (IV) (3) (c) Responsibilities of Probation Department Employees

"Professional and personal activities must be free of improper influence or the appearance of improper influence. Inappropriate conduct includes, but is not limited to: Engaging in improper relationships with clients and/or their families."

4. Did PC Caparra violate The Role of The Probation Counselor?

VIII. Probation Department Juvenile Ranches Procedures Manual - Part 02 - Section 02.08 The Role of the Probation Counselor

- **(VII) (G) (4)** "Because texting creates a record, if communicating job details with co-workers in this manner, youth must not be specifically referred to unless necessary and then by initials only. Therefore, no specific physical characteristics or other identifiers should be used to refer to youth nor to the facility.
- **(VII) (G) (7)** "Staff are not to discuss confidential information within the hearing distance of youth or other non-authorized persons.

PC Caparra actively would seek out minor ██████ at the James Ranch and in doing so would often text her colleagues to relay information to ██████. According to ██████ PC Caparra would text PC Alatorre, Felipe on multiple occasions to say goodnight or tell ██████ to have a good weekend. Additionally, PC Nooristany said that PC Caparra would text her asking her permission to pull ██████ out of school (attachment # 22). After PC Nooristany denied PC Caparra's request, PC Caparra said she just wanted to let ██████ know that she wouldn't be returning to work until Tuesday, and to let ██████ know, to have a good weekend. PC Caparra clearly violated this policy

when texting her colleagues about [REDACTED]. Furthermore in a video where [REDACTED] is walking with PC Caparra at the Santa Cruz Beach Boardwalk, PC Caparra is overheard discussing Probation work. Also a clear violation of this policy (attachment #45).

Therefore, this allegation and the associated policy violation in regard to [REDACTED] and [REDACTED] are: **Sustained**

**VIII. Probation Department Juvenile Ranches Procedures Manual - Part 02 - Section 02.08–
The Role of The Probation Counselor**

- **(VII) (G) (4)** “Because texting creates a record, if communicating job details with co-workers in this manner, youth must not be specifically referred to unless necessary and then by initials only. Therefore, no specific physical characteristics or other identifiers should be used to refer to youth nor to the facility.”
- **(VII) (G) (7)** “Staff are not to discuss confidential information within the hearing distance of youth or other non-authorized persons.”

Teves, Diana

From: Hardy, Jermaine
Sent: Tuesday, September 06, 2016 2:15 PM
To: Teves, Diana; Chu, Emi; Powell, Gregory
Cc: Garnette, Laura; Stevens, Cheryl
Subject: Re: PC Tricia Caparra's Admin. Leave
Attachments: T. Caparra Admin. Leave Letter 9.6.2016.final.pdf; Incident Notification [REDACTED]
9.4.2016.docx; SPC Major Incident Memo sep16.docx

Hello,

Effective September 6, 2016, at approximately 8:00 am, Ms. Caparra was placed on paid administrative leave pending the outcome of an investigation. The Sheriff's case number is 16-248-0311G. Probation Manager Robert Young went over the attached Administrative Leave letter and requirements. He also offered EAP services, which she stated she intended to use after mentioning she does not have a strong support system. He subsequently gave her EAP's number. In addition, her new contact number is [REDACTED]. I will forward the Administrative Leave letter to her union rep. separately. Lastly, I have attached the Incident Notification report sent to the County and the Supervising Probation Counselor memo for everyone's convenience.

Thanks,

Jermaine Hardy
Deputy Chief, Institutions Division
Santa Clara County Probation Department
408.278.5920
jermaine.hardy@pro.sccgov.org



>>

>> Hello Mr. Sierra,

>>

>> I just wanted to briefly follow up on what we discussed earlier. I called CPS and made a report with SW [REDACTED]. He informed me that his report will be cross-referenced with a Sheriff's report. I also informed my supervisor of the situation as well. I informed [REDACTED] I would need to report this incident. I reminded him of confidentiality laws and PREA. Upon hearing this he asked me not to and was upset that I would be informing the supervisors here at the Ranch about the situation.

>>

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>>

>> What I reported to CPS is as follows:

>>

>> That minor [REDACTED] reported to me that he had been sexually intimate with a probation counselor from the Ranch (Caparra). He stated he had been communicating with her via snapchat and was getting nude photos from her. [REDACTED] said that when he asked her for money and she wouldn't give it to him she "blocked" him from everything and has not been in contact with him since. "

County of Santa Clara

Memorandum



To: Michael Clarke, Probation Manager
From: Edwin Sierra, WOOC Supervisor – James Ranch
Subject: Major Incident - James Ranch

Date: September 4, 2016

On September 4, 2016, at approximately 1130 A.M. [REDACTED] reported to me that she had spoken with minor [REDACTED] who is currently on Aftercare, and the minor revealed to her that he and PC Caparra were romantically involved, and that he had tried to blackmail PC Caparra. Minor [REDACTED] told [REDACTED] that after he tried blackmailing PC Caparra, she ended their contact and blocked him from her social media. In addition, [REDACTED] reported that minor [REDACTED] had stated he had inappropriate pictures of PC Caparra on his phone sent by PC Caparra.

I told [REDACTED] that I would contact the Ranch Manager for guidance in this matter. I was unable to speak with Probation Manager Clarke and decided to contact SPC Lychak before [REDACTED] left work at 1 P.M. SPC Lychak advised me to have [REDACTED] contact CPS, and to document the incident and provide it to me (ASPC Sierra).

I informed [REDACTED] of the need for the reports [REDACTED] emailed me her report of the incident with minor [REDACTED] and information regarding her contacting Child Protective Services. [REDACTED] stated to me that she had spoken to [REDACTED] and advised her of the incident.

[REDACTED] contacted this UO when she arrived on ranch and stated she had notified SPC Heredia of the incident. [REDACTED]

[REDACTED] stated she would be willing to testify as to her observance of PC Caparra's professional conduct in all instances where she saw PC Caparra counseling minor [REDACTED]

The report from [REDACTED] was forwarded to Probation Manager M. Clarke and DPC J. Hardy via email.

I informed [REDACTED] that the matter would be looked into and that we ask that they not discuss this confidential matter with people who have do not have a need to know.

The following is a copy of the email from [REDACTED].

"-----Original Message-----"

>> From: [REDACTED]
>> Sent: Sunday, September 04, 2016 1:05 PM
>> To: Sierra, Edwin <Edwin.Sierra@pro.sccgov.org>
>> Cc: [REDACTED]
>> Subject: Report

social relationships with youth once they have been released from custody absent special permission from Management."

IX. Probation Department Juvenile Ranches Procedures Manual - Part 02 - Section 02.08 (V) (G) (7) - Guidelines for Conduct of Staff- Sustained [REDACTED] Not Sustained [REDACTED]

"Staff are not to discuss confidential information within the hearing distance of youth or other non-authorized persons."

X. Probation Department Juvenile Ranches Procedures Manual - Part 02 - Section 02.08 (VII) (G) (4) - Guidelines for Conduct of Staff- Sustained [REDACTED] Sustained [REDACTED]

"Because texting creates a record, if communicating job details with co-workers in this manner, youth must not be specifically referred to unless necessary and then by initials only. Therefore, no specific physical characteristics or other identifiers should be used to refer to youth nor to the facility. "

County of Santa Clara

Probation Department

Juvenile Division
840 Guadalupe Parkway
San Jose, California 95110

Administrative Offices
840 Guadalupe Parkway
San Jose, California 95110



Laura Garnette
Chief Probation Officer

September 6, 2016

Hand Delivered

Tricia Caparra
5483 Soquel Drive
Soquel CA 95073

Subject: Administrative Leave

Dear Ms. Caparra:

Effective September 6, 2016, you are placed on paid administrative leave pending the outcome of an investigation. This status will continue until further notice.

During the course of this investigation, your employment status will be as follows:

1. During this leave, your work schedule will be Monday through Friday, 8:00 a.m. to 5:00 p.m. You are instructed and expected to be available by telephone and/or to meet during these work hours, except the holiday(s).
2. You will remain away from the Department premises and worksites and will return only with permission or instruction to do so by me.
3. You will turn in your County identification badge, the Peace Officer Identification chrome badge, and any County issued keys, pager, or cell phone.
4. You will call to check in with me at (408) 278-5854 each and every work day between the hours of 8:00 a.m. and 8:30 a.m., except the holiday(s).

You are further directed to refrain from discussing the pending investigation with anyone other than your representative. This prohibition includes any past or present employees and clients of the Department. This directive includes all questions asked and answers given during the investigation. Failure to follow the directives as outlined will jeopardize your paid status.

If you should have any questions regarding this matter, you are to contact me immediately at (408) 278-5854.

Sincerely,

Robert Young

Robert Young
Probation Manager

c: Jermaine Hardy, Deputy Chief Probation Officer
Diana Teves, Internal Affairs Manager
Emi Chu, Acting Probation HR Manager
- Gregory Powell, Principal Labor Relations Representative
Joel Grabscheid, SEIU 521 PCSU Representative

X TC

Initials

Board of Supervisors: Mike Wasserman, Cindy Chavez, Dave Cortese, Ken Yeager, Joseph Simitian
County Executive: Jeffrey V. Smith